

DOD CIVILIAN DEMOGRAPHICS

AS OF NOV 30, 2007

TABLE OF CONTENTS

APPROPRIATED FUND

DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

NON APPROPRIATED FUND

LOCAL NATIONALS

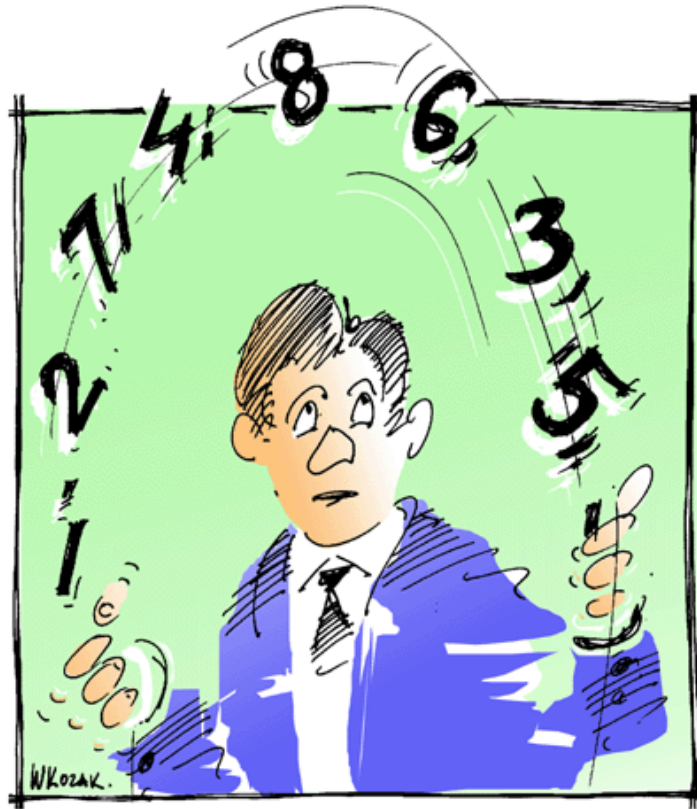


TABLE OF CONTENTS

Appropriated Fund	PAGE NUMBER
General Schedule.....	7
National Security Personnel System.....	8
National Security Personnel System (Standard Career Group, Scientific and Engineering Career).....	9
National Security Personnel System (Medical Career Group, Investigative and Protective Services).....	10
Non NSPS vs NSPS.....	11
White Collar Employees.....	12
Blue Collar Workforce.....	13
Blue Collar vs White Collar.....	14
Work Schedule.....	15
Conus vs Oconus.....	16
Employees by Component.....	17
General Workforce Demographics (Race Designation, Ethnicity).....	18
General Workforce Demographics (Gender).....	19

TABLE OF CONTENTS

General Workforce Demographics (Age).....	20
Education Levels.....	21
Disabilities Reported.....	22
Veterans' Preference.....	23
Supervisor to Employee Ratio.....	24
Non Supervisor/Supervisor by Components.....	25
Bargaining vs Non Bargaining.....	26
New Hires	27
CSRS Retirement Eligibility.....	28
FERS Retirement Eligibility.....	29
CSRS and FERS Retirement Eligibility.....	30
CSRS and FERS Retirement Eligibility.....	31
Average Retirement Age and Average Years of Service at Retirement.....	32

TABLE OF CONTENTS

Army Turnover Rate.....	33
Navy Turnover Rate.....	34
Air Force Turnover Rate.....	35
DoD Agencies Turnover Rate.....	36
National Guard Bureau Turnover Rate.....	37
All DoD Turnover Rate.....	38
All DoD Reemployed Annuitants.....	39
DoD Executives and Senior Level Employees.....	40
DoD Executives by Component.....	41
DoD Senior Level Positions/Scientific and Professional by Components.....	42
DoD Executives by Appointment Type.....	43

TABLE OF CONTENTS

DoD Executives Demographics (Ethnicity).....	44
DoD Executives Demographics (Minority Status).....	45
DoD Executives Demographics (Gender).....	46
Lab/Demonstration Projects.....	47
Lab/Demonstration Projects.....	48
Scientists and Engineers hired under DARPA.....	49
Highly Qualified Experts.....	50
Highly Qualified Experts (Race Designation, Ethnicity).....	51
Highly Qualified Experts (Gender, Age).....	52
Administratively Determined.....	53

Non Appropriated Fund

Employees by Components.....	55
NAF General Workforce Demographics (RNO, *Ethnicity, Age, Gender).....	56

*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

TABLE OF CONTENTS

Local Nationals

Local Nationals by Components.....	58
LN General Workforce Demographics (Age, Gender).....	59

DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Business, Information and Technology Solutions (HR BITS) as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit <http://www.dmdc.osd.mil>.

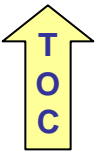
Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at <http://www.opm.gov/feddata/factbook/>. This source provides information on the entire Federal community.

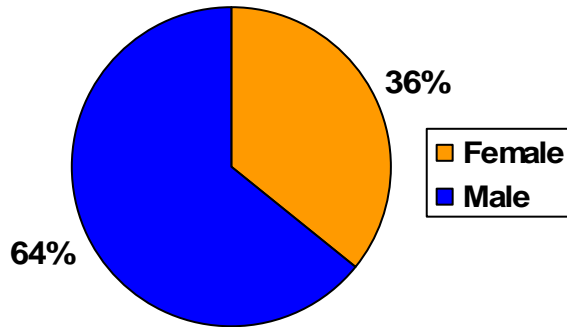
The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please send e-mail to [Feedback](#)

APPROPRIATED FUND

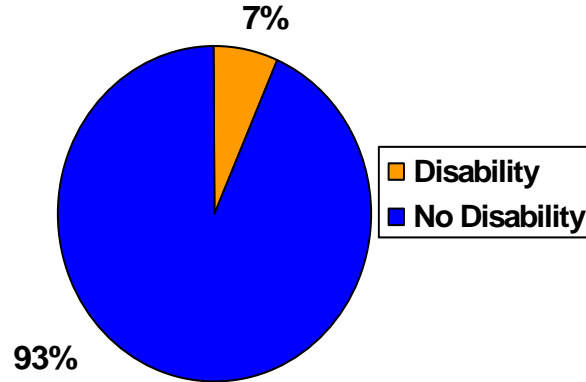
DoD Civilian Overview (Appropriated Fund)



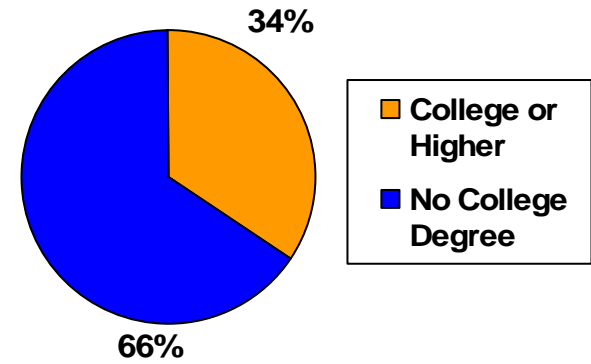
Gender



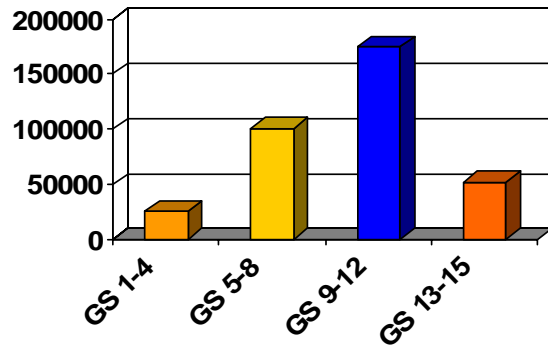
Disability



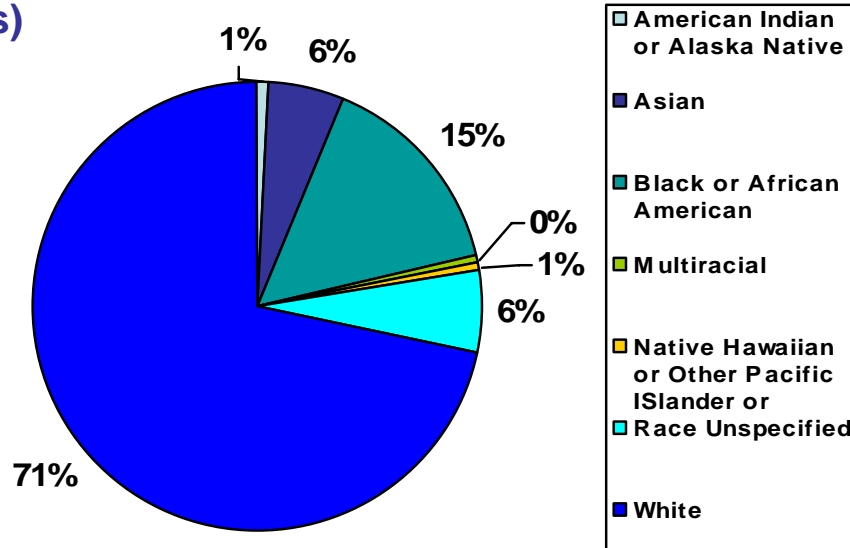
Education



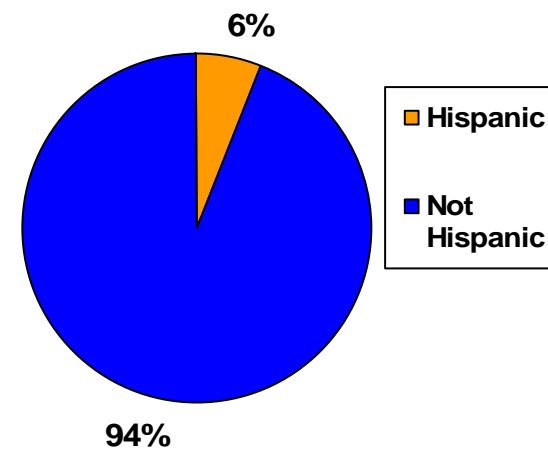
**GS and Equivalent
 (GG, GL, GM Pay Plans)**



Race Designation



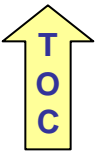
Ethnicity



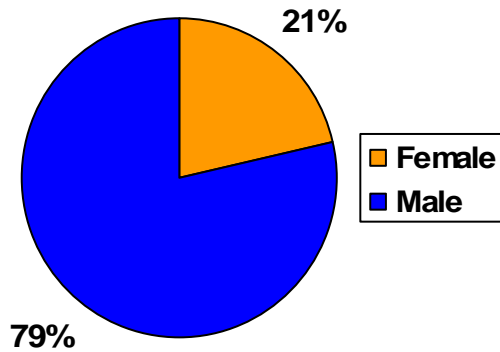
Blue/White Collar

Bargaining/Non Bargaining Unit

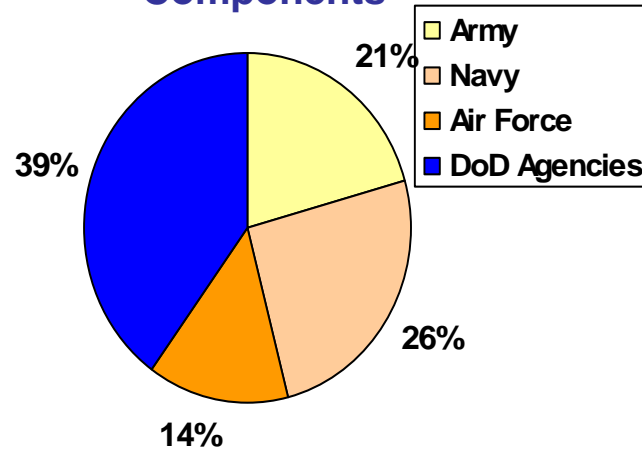
DoD Senior Leader* Overview (Appropriated Fund)



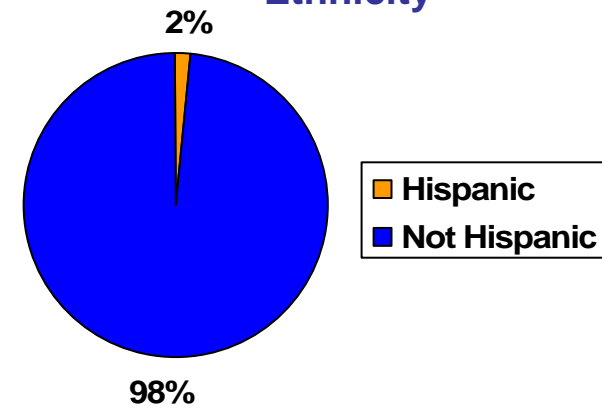
Gender



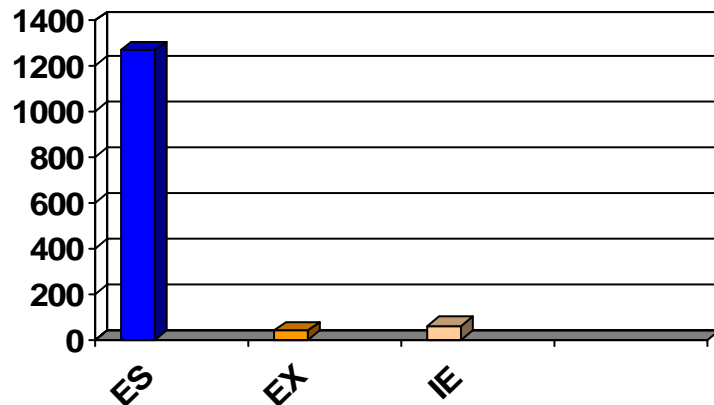
Components



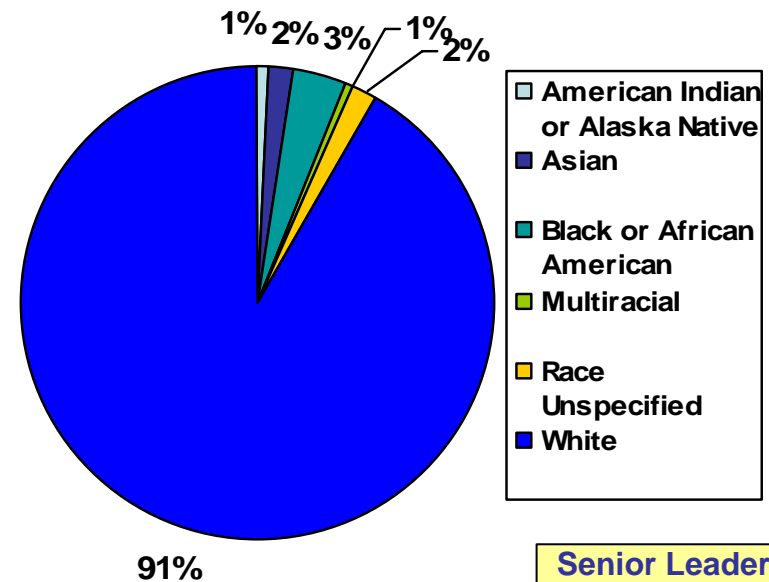
Ethnicity



ES,EX,IE Pay Plans



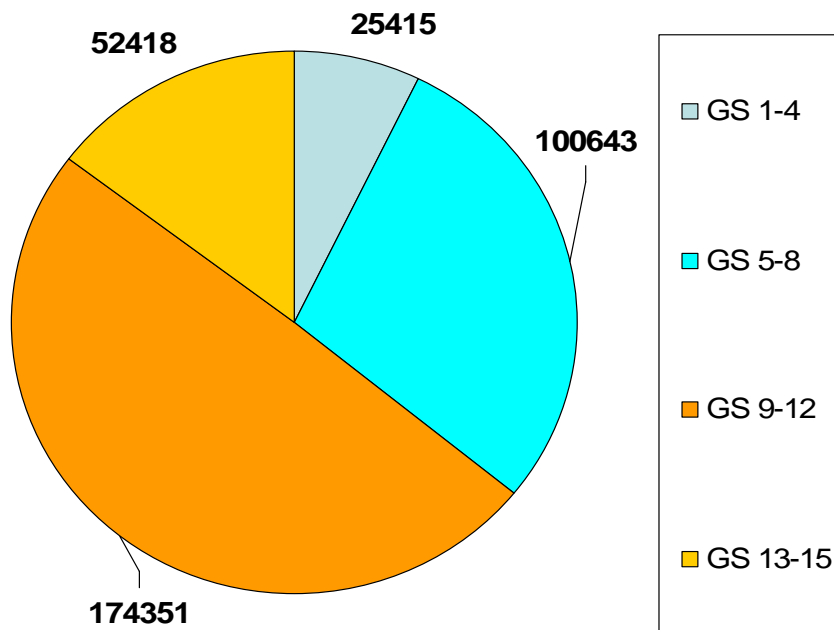
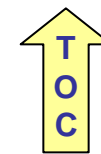
Race Designation



Senior Leader Details

*Includes ES, EX, IE Pay Plans
Percentages compared to total Senior Leader population (1361)

General Schedule (Appropriated Fund)

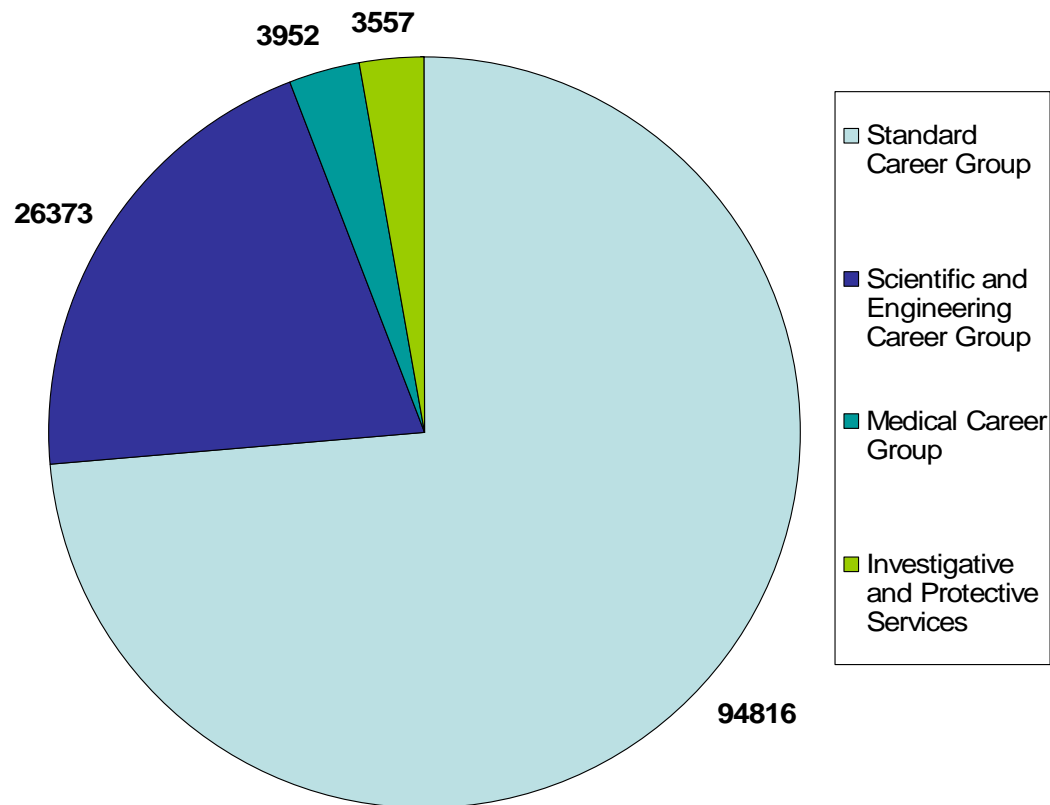


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	25415	7.20%	3.71%
GS 5-8	100643	28.52%	14.71%
GS 9-12	174351	49.42%	25.47%
GS 13-15	52418	14.86%	7.66%
Total	352827	100.00%	51.55%

Total Appropriated Fund Population 684398

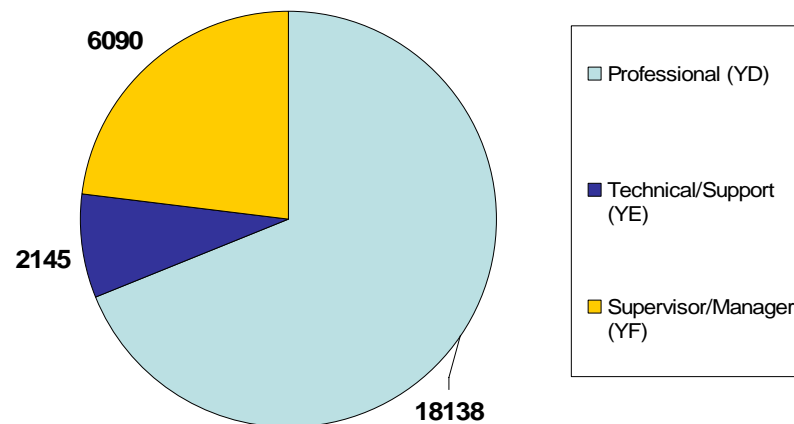
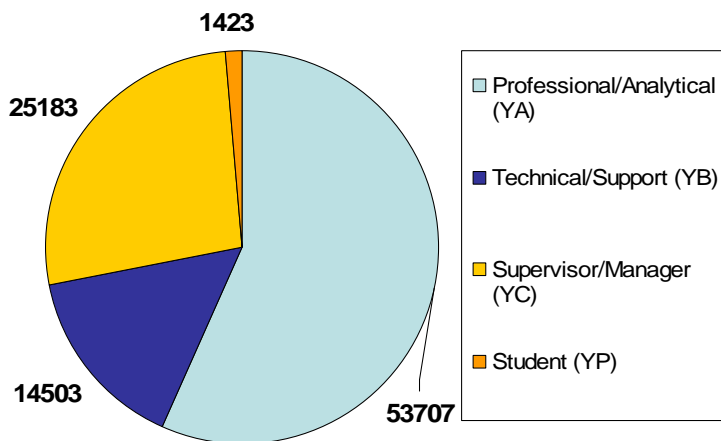
*Includes GS, GM, GG and GL Pay Plans

National Security Personnel System (Appropriated Fund)



National Security Personnel System			
	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	94816	73.67%	13.85%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	26373	20.49%	3.85%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	3952	3.08%	0.58%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	3557	2.76%	0.52%
Total	128698	100.00%	18.80%

National Security Personnel System (Appropriated Fund)



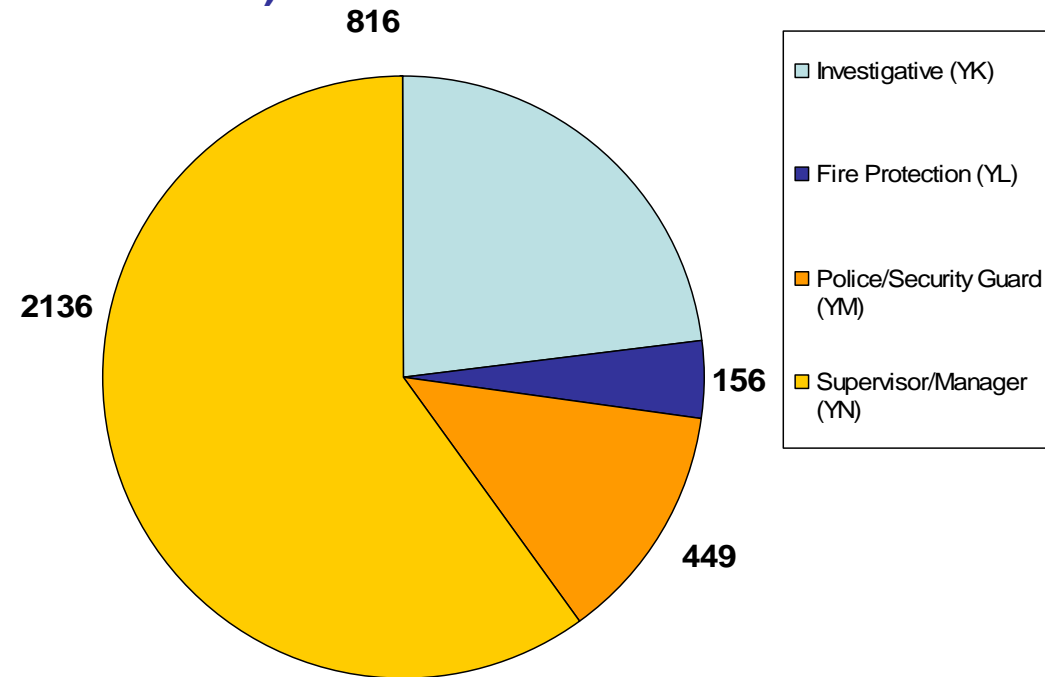
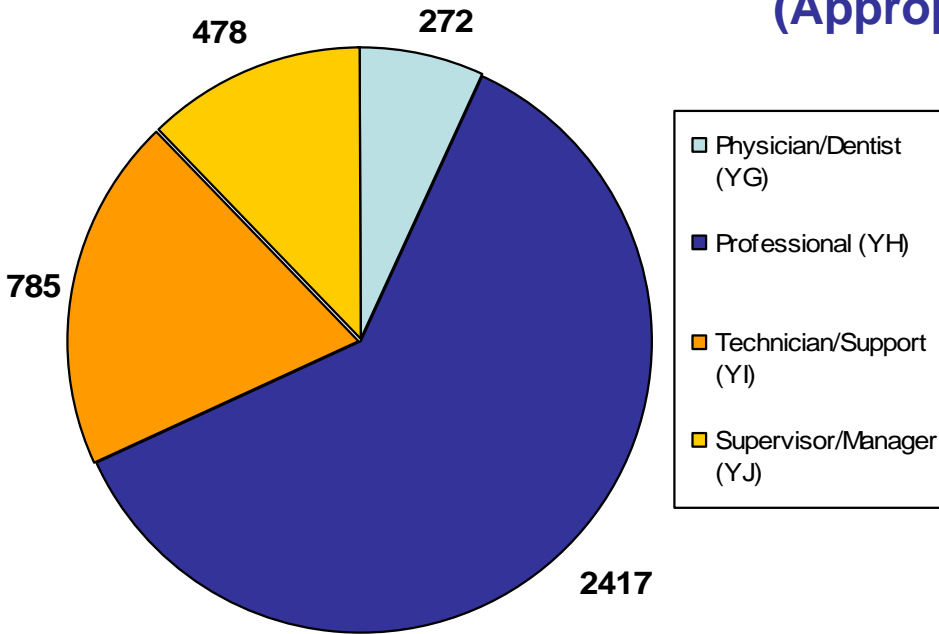
Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	53707	56.64%	7.84%
Technical/Support (YB)	14503	15.30%	2.12%
Supervisor/Manager (YC)	25183	26.56%	3.68%
Student (YP)	1423	1.50%	0.21%
Total	94816	100.00%	13.85%

Total Appropriated Fund Population 684398

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	18138	68.78%	2.65%
Technical/Support (YE)	2145	8.13%	0.31%
Supervisor/Manager (YF)	6090	23.09%	0.89%
Total	26373	100.00%	3.85%

Total Appropriated Fund Population 684398

National Security Personnel System (Appropriated Fund)



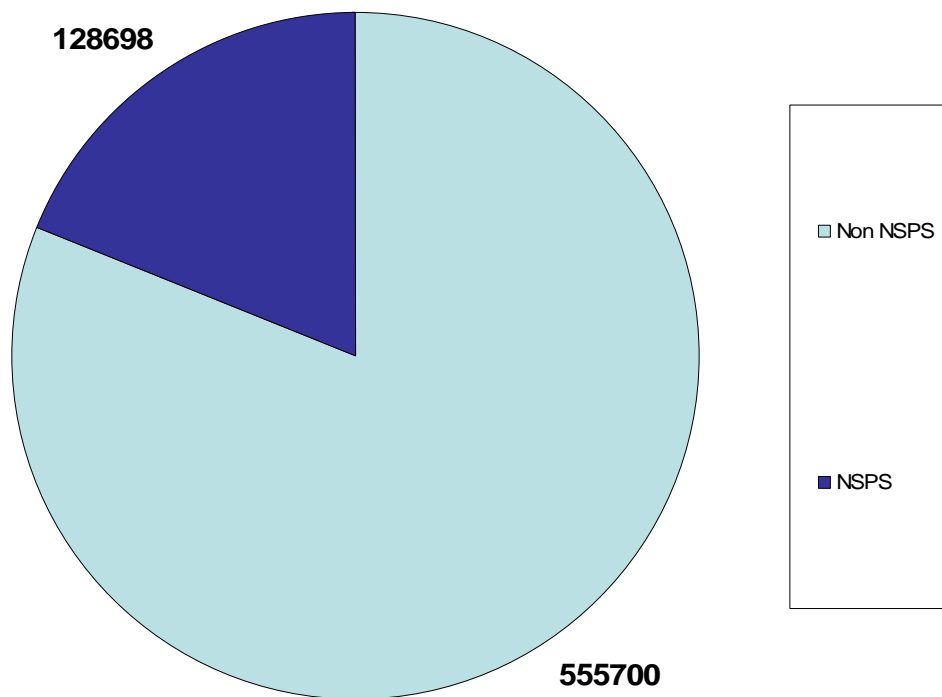
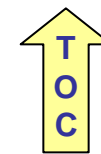
Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	272	6.88%	0.04%
Professional (YH)	2417	61.16%	0.35%
Technician/Support (YI)	785	19.86%	0.12%
Supervisor/Manager (YJ)	478	12.10%	0.07%
Total	3952	100.00%	0.58%

Total Appropriated Fund Population 684398

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	816	22.94%	0.12%
Fire Protection (YL)	156	4.39%	0.02%
Police/Security Guard (YM)	449	12.62%	0.07%
Supervisor/Manager (YN)	2136	60.05%	0.31%
Total	3557	100.00%	0.52%

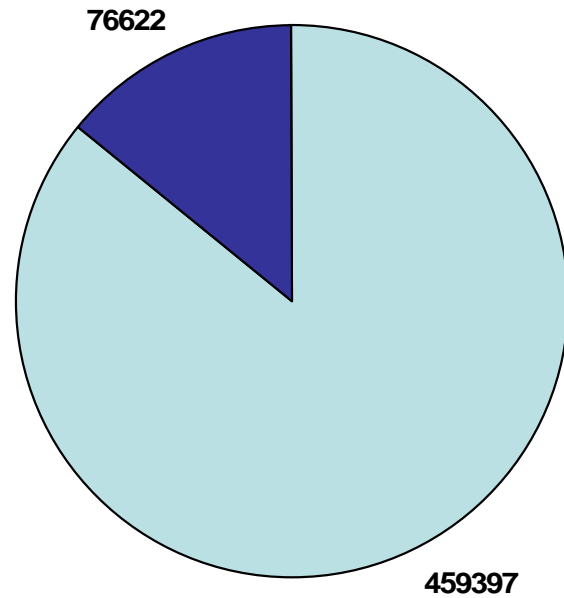
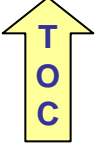
Total Appropriated Fund Population 684398

Non NSPS vs NSPS (Appropriated Fund)

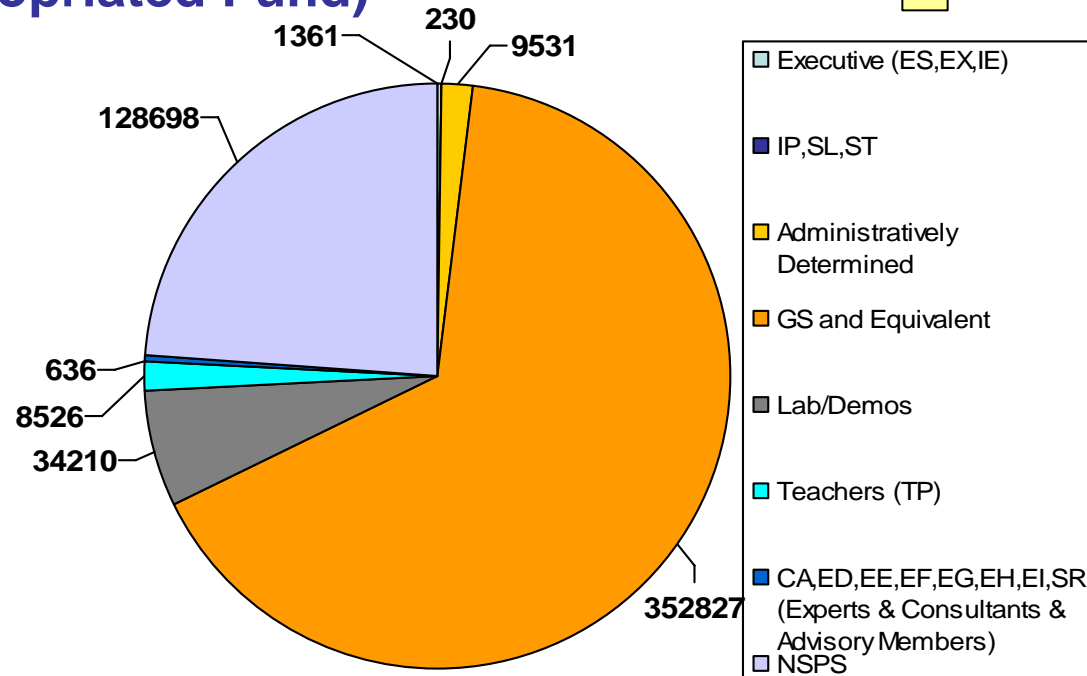


Non NSPS Vs NSPS Population		
	Total	% Compared To Total Appropriated Fund Population
Non NSPS	555700	81.20%
NSPS	128698	18.80%
Total Appropriated Fund Population	684398	100.00%

White Collar Employees (Appropriated Fund)



□ Non Supervisor
 ■ Supervisor



□ Executive (ES,EX,IE)
 ■ IP,SL,ST
 ■ Administratively Determined
 ■ GS and Equivalent
 ■ Lab/Demos
 ■ Teachers (TP)
 ■ CA,ED,EE,EF,EG,EH,EI,SR (Experts & Consultants & Advisory Members)
 ■ NSPS

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	459397	85.71%	67.12%
Supervisor	76622	14.29%	11.20%
Total	536019	100.00%	78.32%

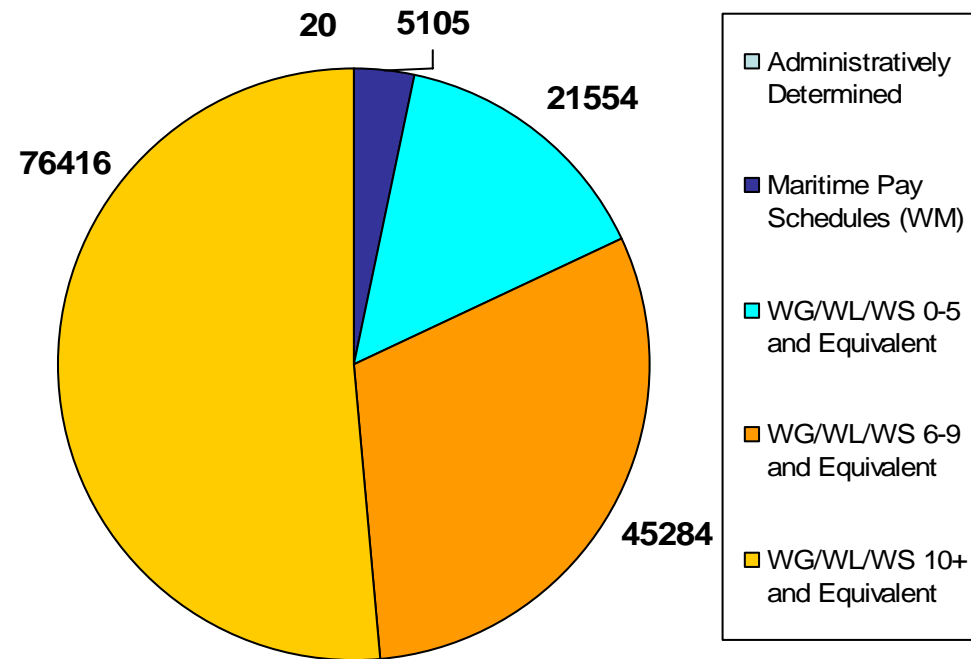
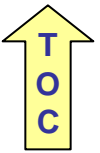
Total Appropriated Fund Population 684398

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1361	0.25%	0.20%
IP,SL,ST	230	0.04%	0.03%
Administratively Determined	9531	1.78%	1.39%
GS and Equivalent	352827	65.83%	51.55%
Lab/Demos	34210	6.38%	5.00%
Teachers (TP)	8526	1.59%	1.25%
CA,ED,EE,EF,EG,EH,EI,SR (Experts & Consultants & Advisory Members)	636	0.12%	0.09%
NSPS	128698	24.01%	18.80%
Total	536019	100.00%	78.32%

Total Appropriated Fund Population 684398

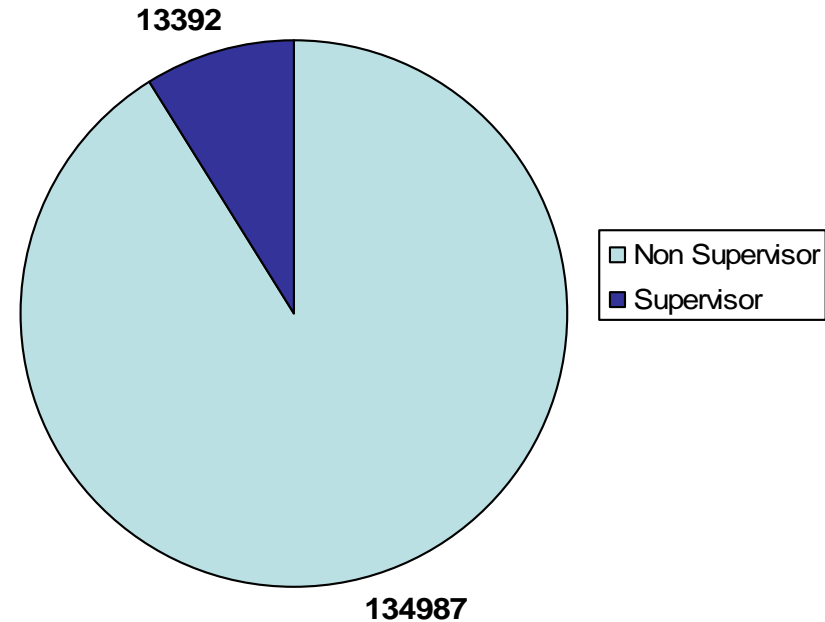
DCPDS data as of Nov 30, 2007

Blue Collar Workforce (Appropriated Fund)



Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	20	0.01%	0.00%
Maritime Pay Schedules (WM)	5105	3.44%	0.75%
WG/WL/WS 0-5 and Equivalent	21554	14.53%	3.15%
WG/WL/WS 6-9 and Equivalent	45284	30.52%	6.62%
WG/WL/WS 10+ and Equivalent	76416	51.50%	11.16%
Total	148379	100.00%	21.68%

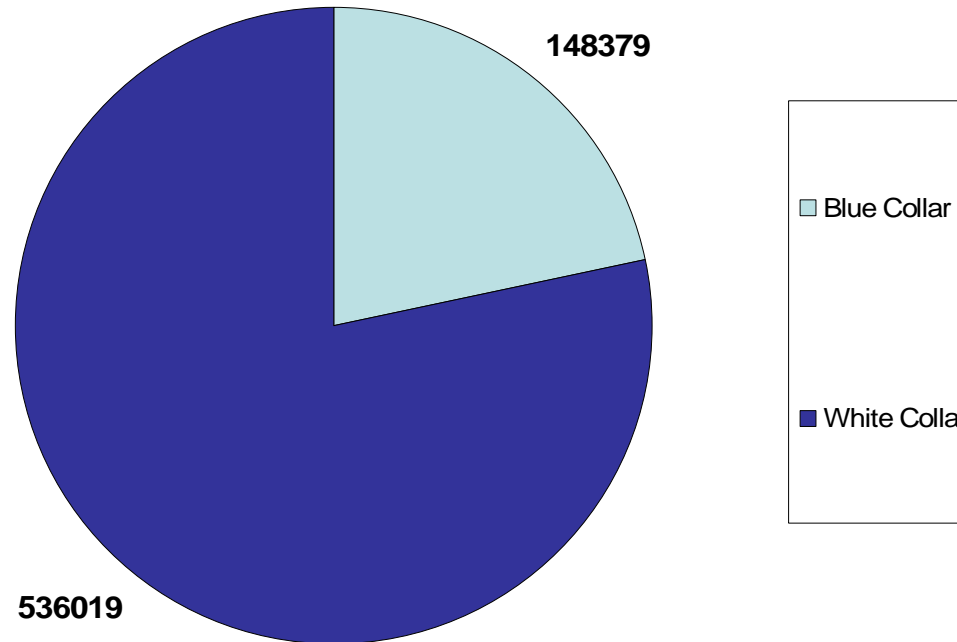
Total Appropriated Fund Population 684398



Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	134987	90.97%	19.72%
Supervisor	13392	9.03%	1.96%
Total	148379	100.00%	21.68%

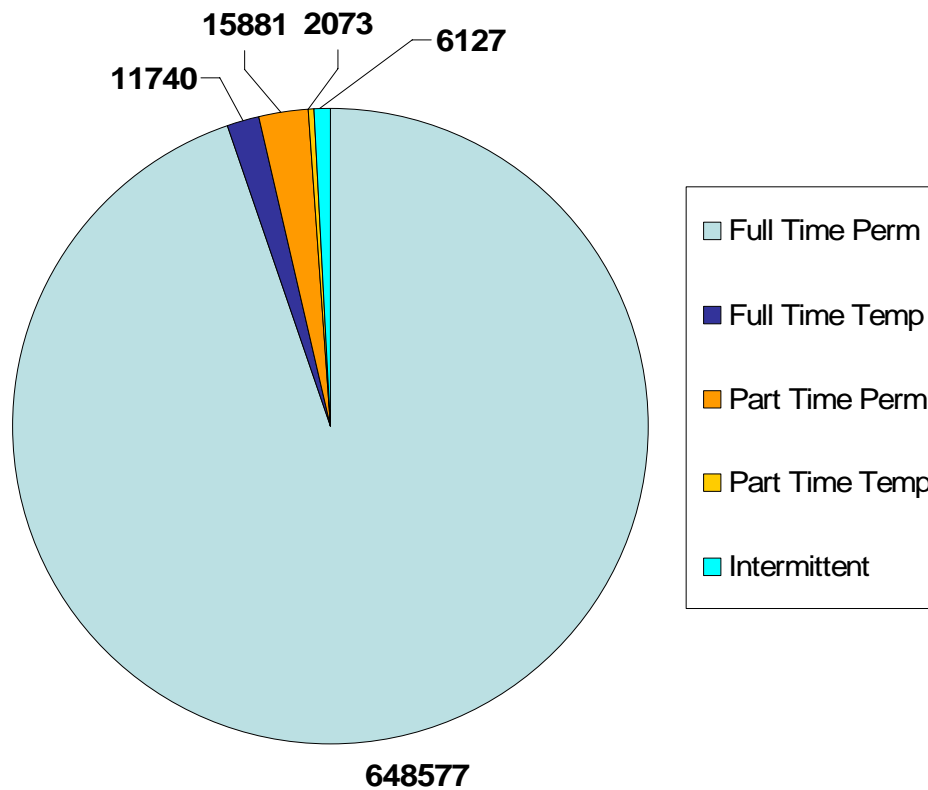
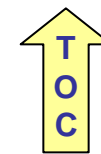
Total Appropriated Fund Population 684398

Blue Collar vs White Collar (Appropriated Fund)



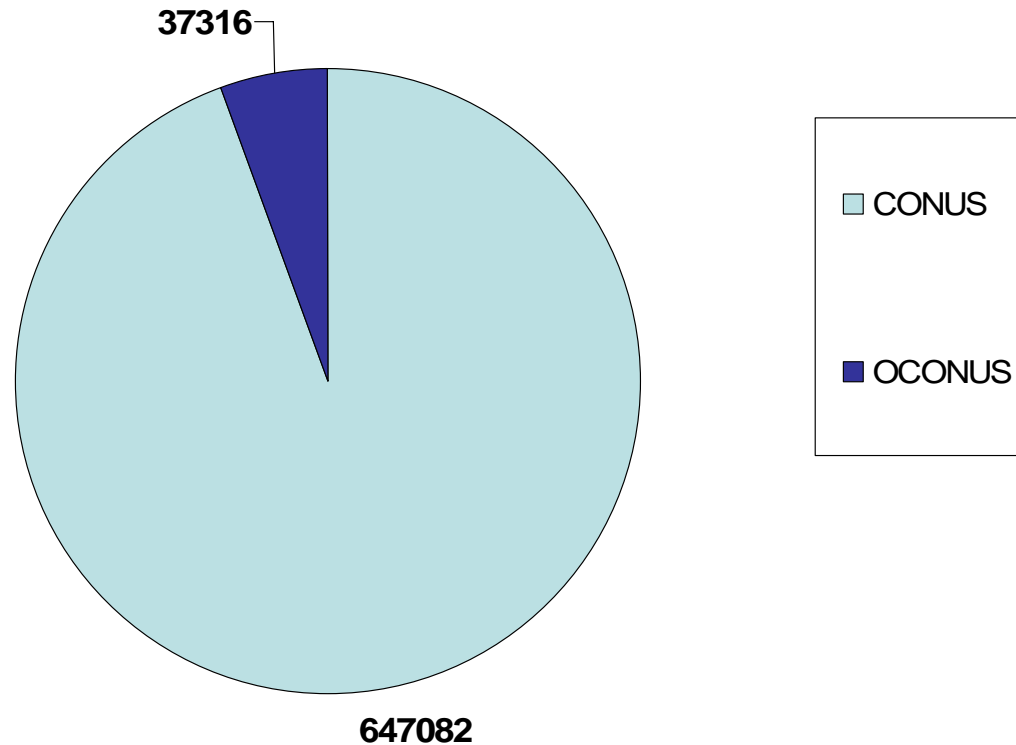
Blue and White Collar	Total	% Compared To Total Appropriated Fund Population
Blue Collar	148379	22%
White Collar	536019	78%
Total	684398	100%

Work Schedule (Appropriated Fund)



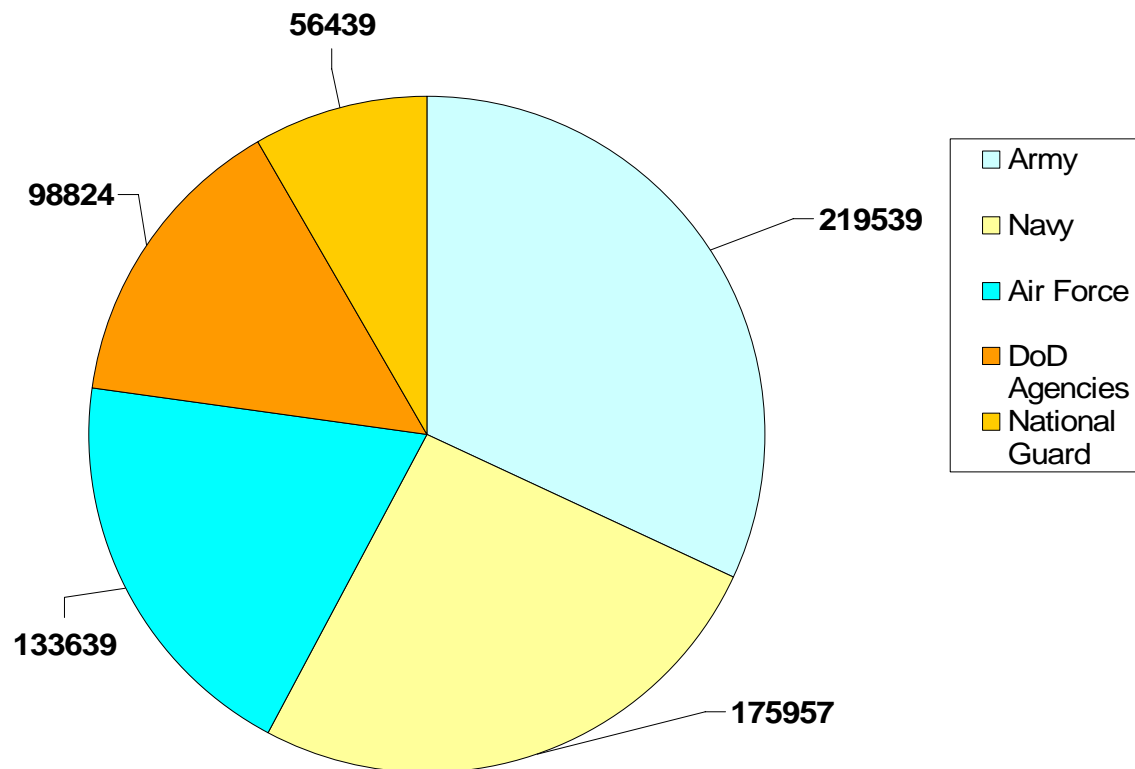
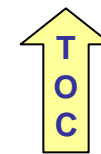
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	648577	94.76%
Full Time Temp	11740	1.72%
Part Time Perm	15881	2.32%
Part Time Temp	2073	0.30%
Intermittent	6127	0.90%
Total	684398	100%

CONUS vs OCONUS (Appropriated Fund)



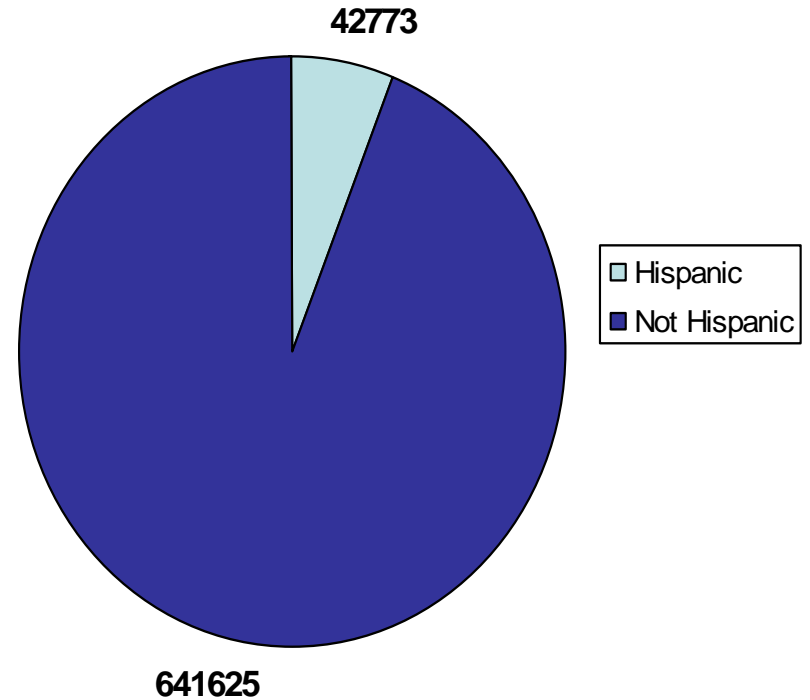
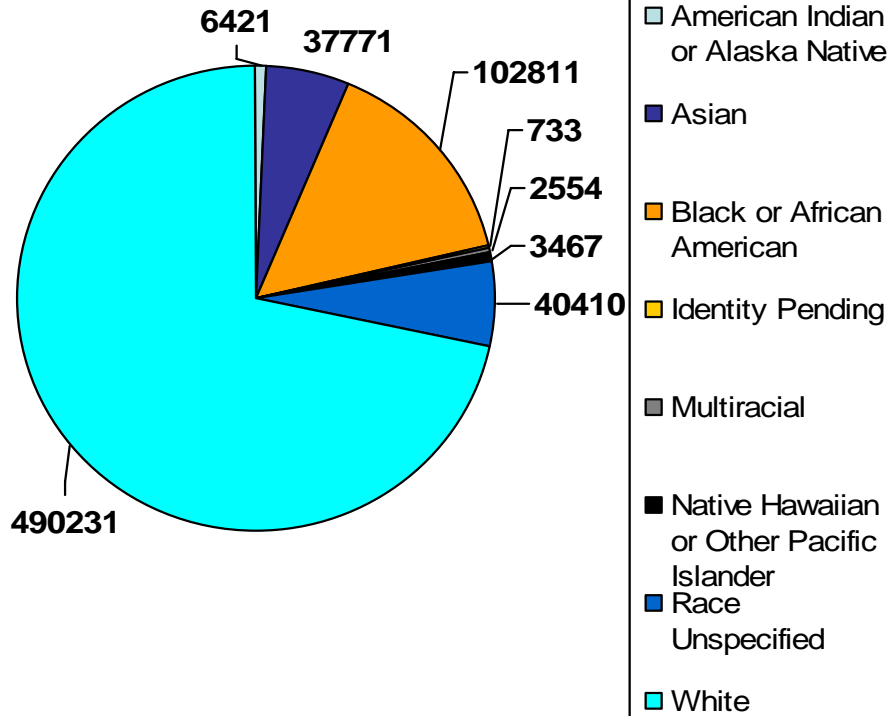
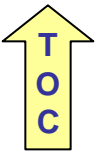
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	647082	95%
OCONUS	37316	5%
Total	684398	100%

Employees by Component (Appropriated Fund)



Employees by Component	Total	% Compared To Total Appropriated Fund Population
Army	219539	32%
Navy	175957	26%
Air Force	133639	20%
DoD Agencies	98824	14%
National Guard	56439	8%
Total	684398	100%

General Workforce Demographics (Appropriated Fund)

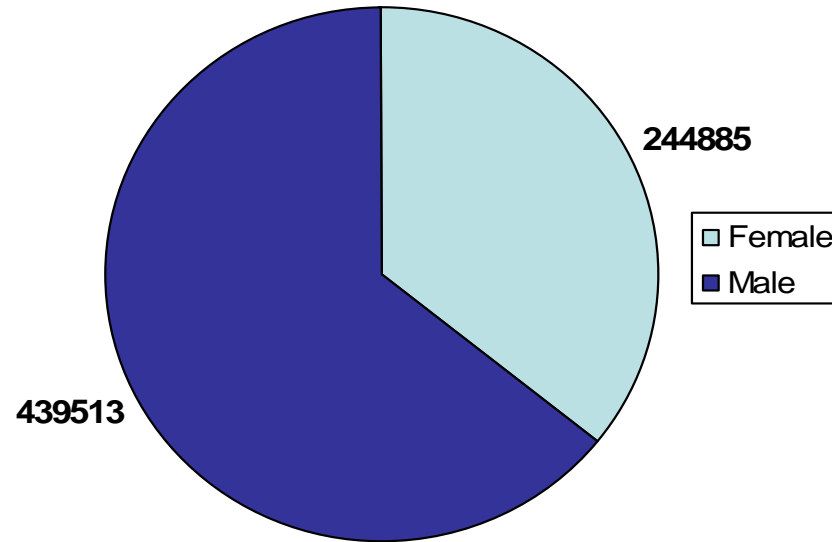
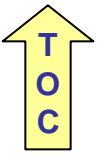


Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6421	1%
Asian	37771	6%
Black or African American	102811	15%
Identity Pending	733	0%
Mutiracial	2554	0%
Native Hawaiian or Other Pacific Islander	3467	0%
*Race Unspecified	40410	6%
White	490231	72%
Total	684398	100%

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	42773	6%
Not Hispanic	641625	94%
Total	684398	100%

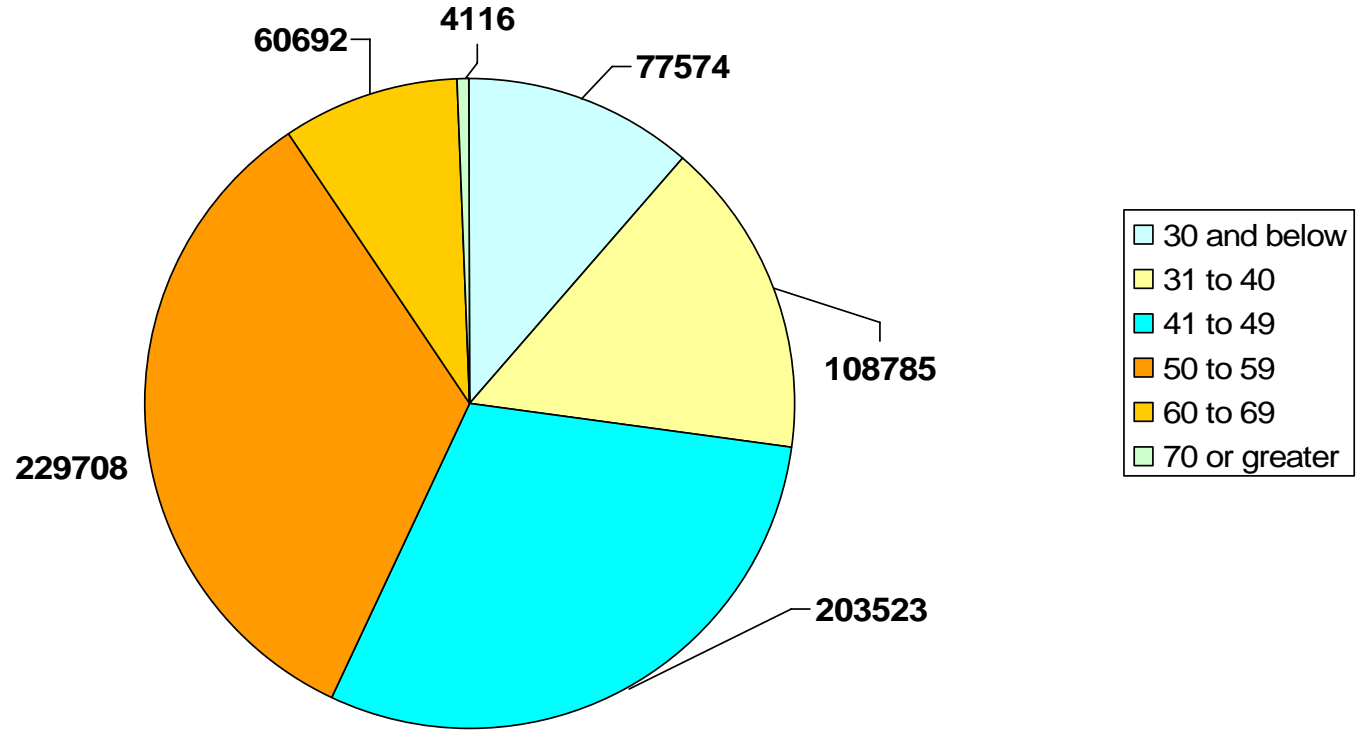
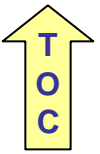
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



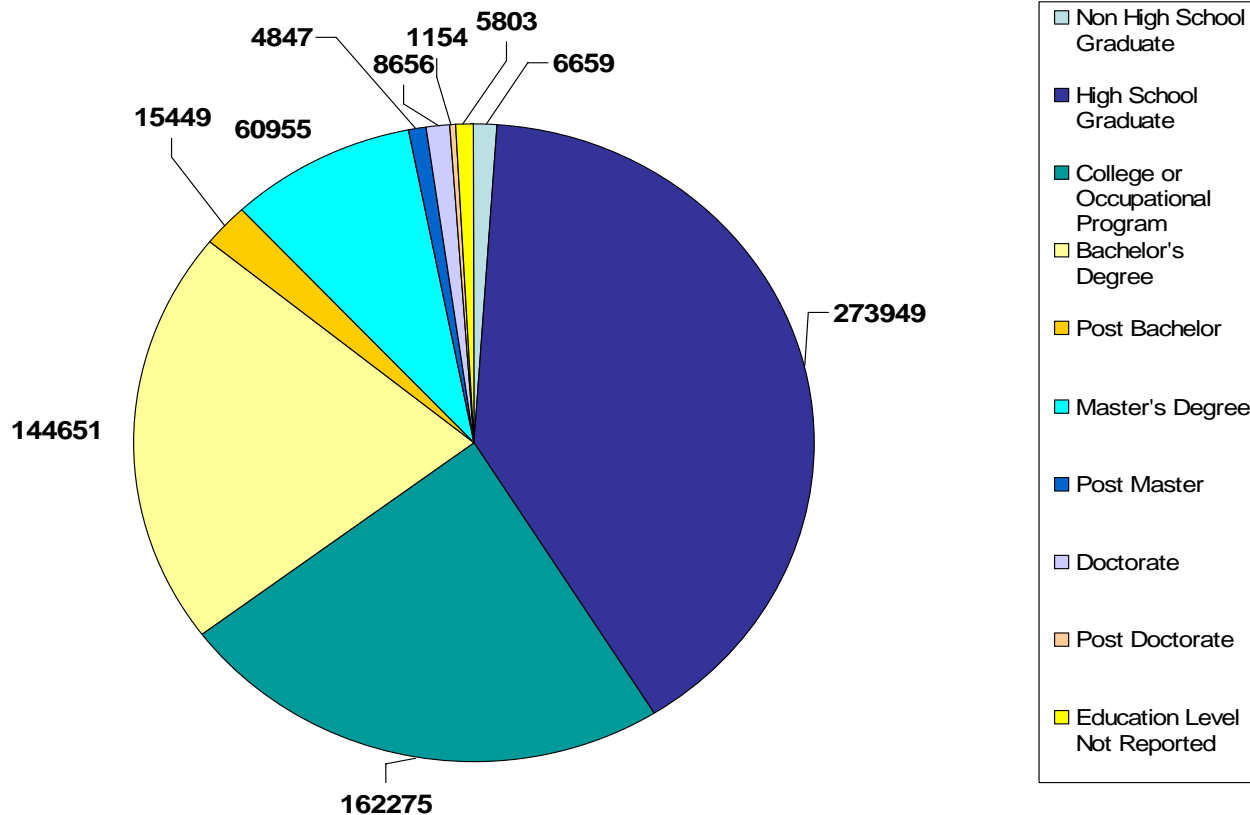
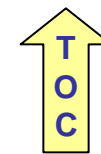
Gender	Total	% Compared To Total Appropriated Fund Population
Female	244885	36%
Male	439513	64%
Total	684398	100%

General Workforce Demographics (Appropriated Fund)



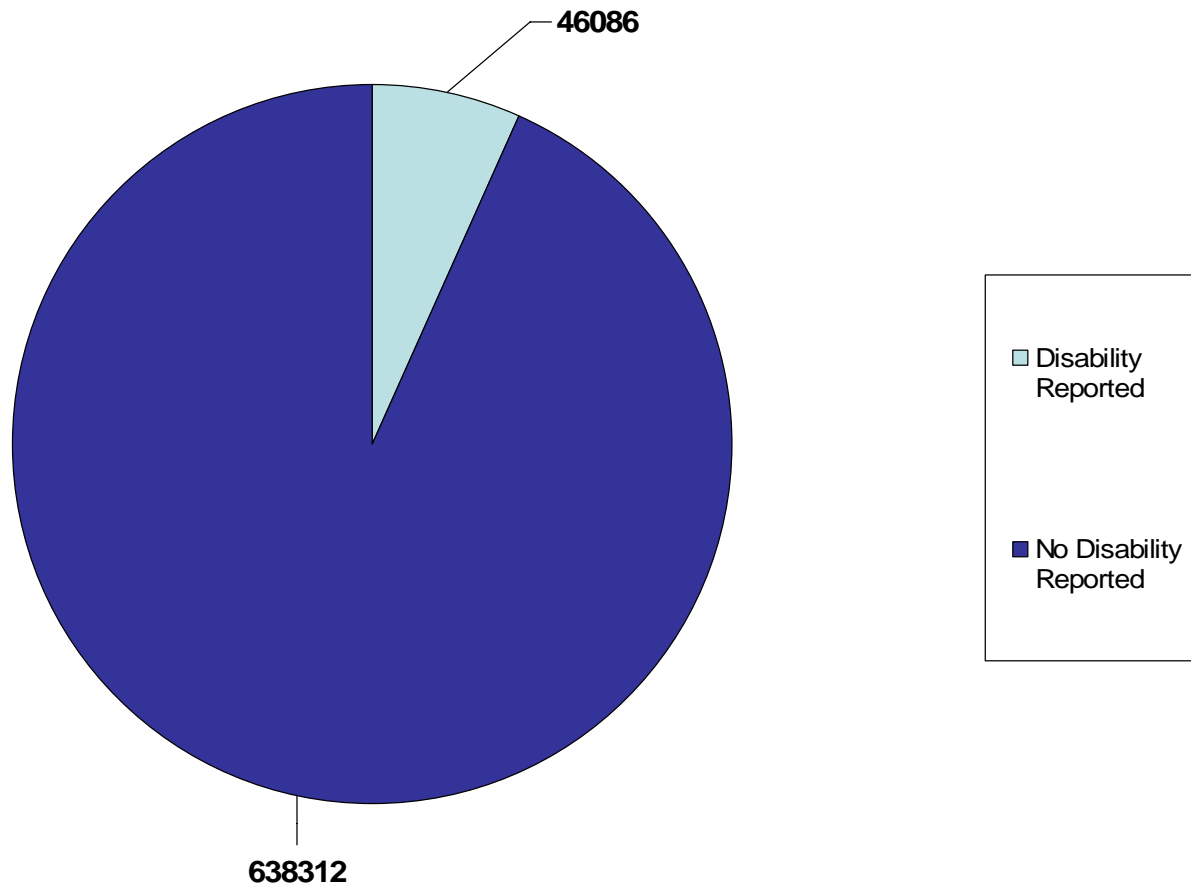
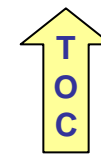
Age	Total	% Compared To Total Appropriated Fund Population
30 and below	77574	11%
31 to 40	108785	15%
41 to 49	203523	30%
50 to 59	229708	34%
60 to 69	60692	9%
70 or greater	4116	1%
Total	684398	100%

Education Levels (Appropriated Fund)



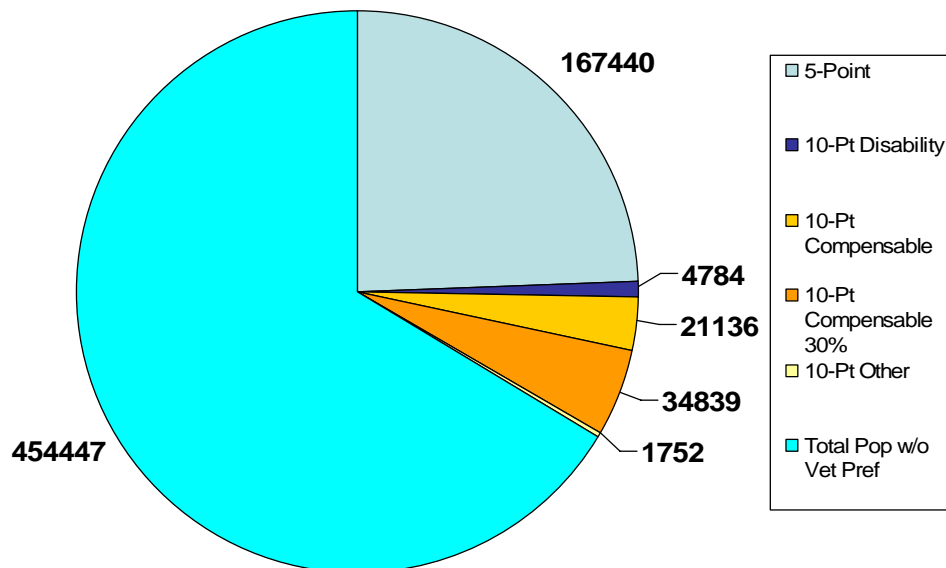
Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6659	1%
High School Graduate	273949	40%
College or Occupational Program	162275	24%
Bachelor's Degree	144651	21%
Post Bachelor	15449	2%
Master's Degree	60955	9%
Post Master	4847	1%
Doctorate	8656	1%
Post Doctorate	1154	0%
Education Level Not Reported	5803	1%
Total	684398	100%

Disabilities Reported (Appropriated Fund)



Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	46086	7%
No Disability Reported	638312	93%
Total	684398	100%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

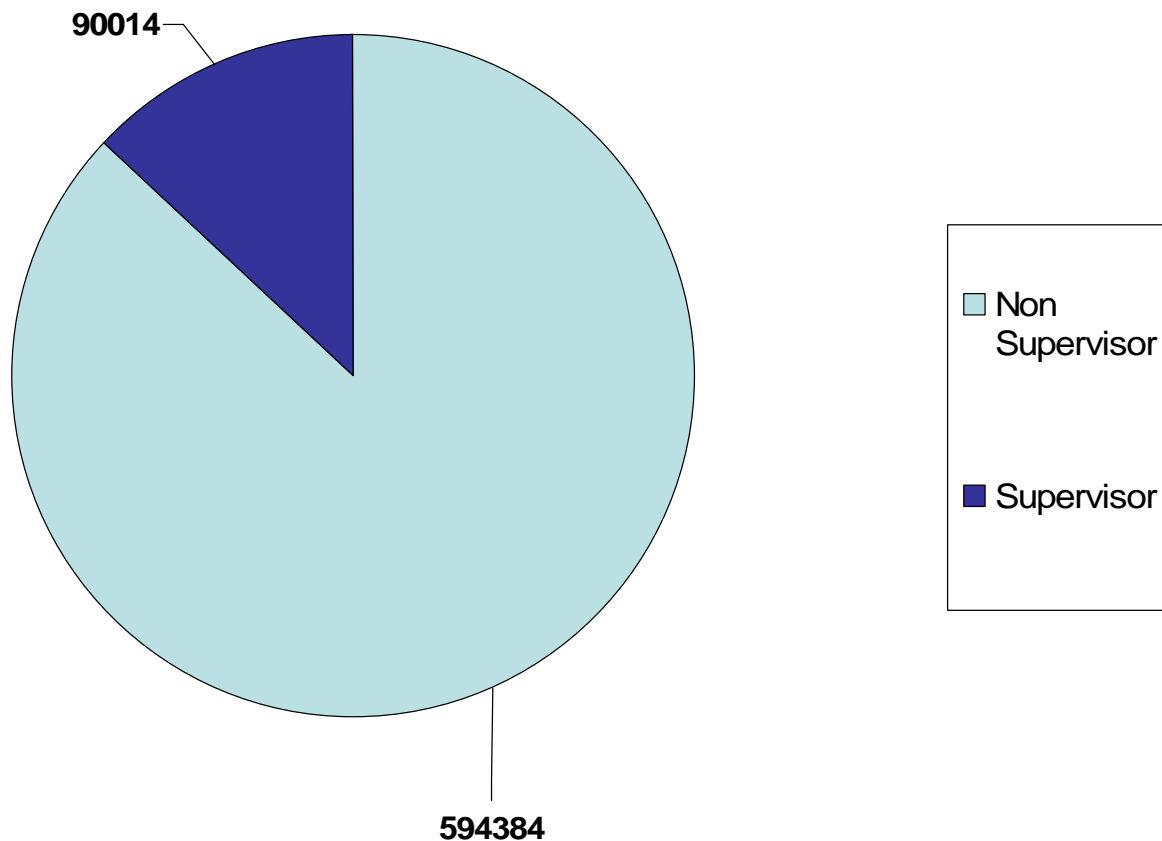
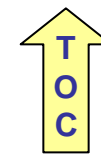
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or

(2) The widow/widower and mother of a deceased wartime veteran

Veterans' Preference by Component as of Nov 30, 2007																
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44001	32.93%	1040	0.78%	5944	4.45%	8897	6.66%	339	0.25%	60221	45.06%	73418	54.94%	133,639	19.53%
Army	58422	26.61%	1877	0.85%	8396	3.82%	15088	6.87%	669	0.30%	84452	38.47%	135087	61.53%	219,539	32.07%
DoD Agencies	17828	18.04%	627	0.63%	2193	2.22%	3735	3.78%	379	0.38%	24762	25.06%	74062	74.94%	98,824	14.44%
Natl Guard	21	0.04%	1	*	1	*	0	*	1	*	24	0.04%	56415	99.96%	56,439	8.25%
Navy	47168	26.81%	1239	0.70%	4602	2.62%	7119	4.05%	364	0.21%	60492	34.38%	115465	65.62%	175,957	25.71%
Grand Total	167440	24.46%	4784	0.70%	21136	3.09%	34839	5.09%	1752	0.26%	229951	33.60%	454447	66.40%	684398	100%

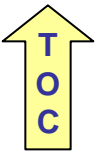
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

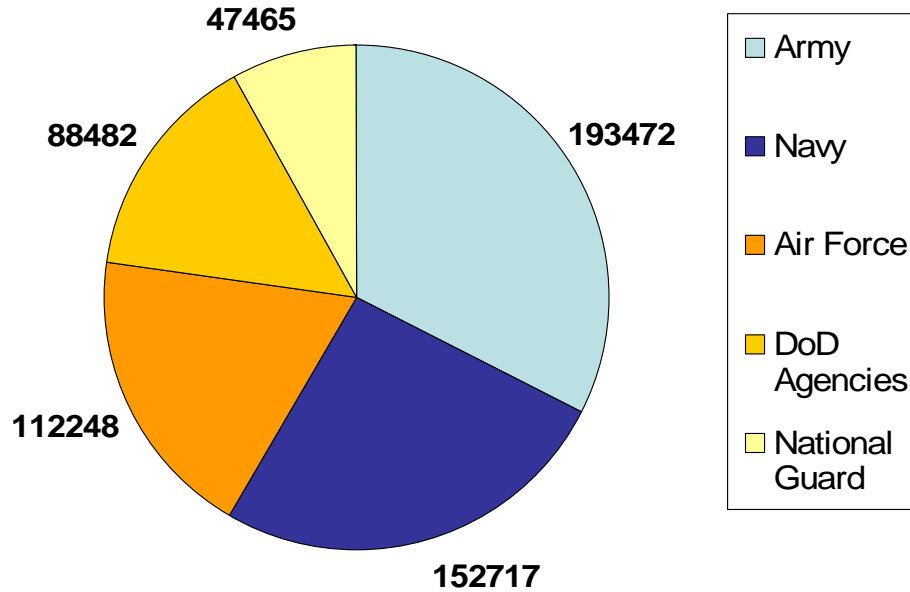


Non Supervisor/Supervisor	Total	% Compared To Total Appropriated Fund Population
Non Supervisor	594384	87%
Supervisor	90014	13%
Total	684398	100%

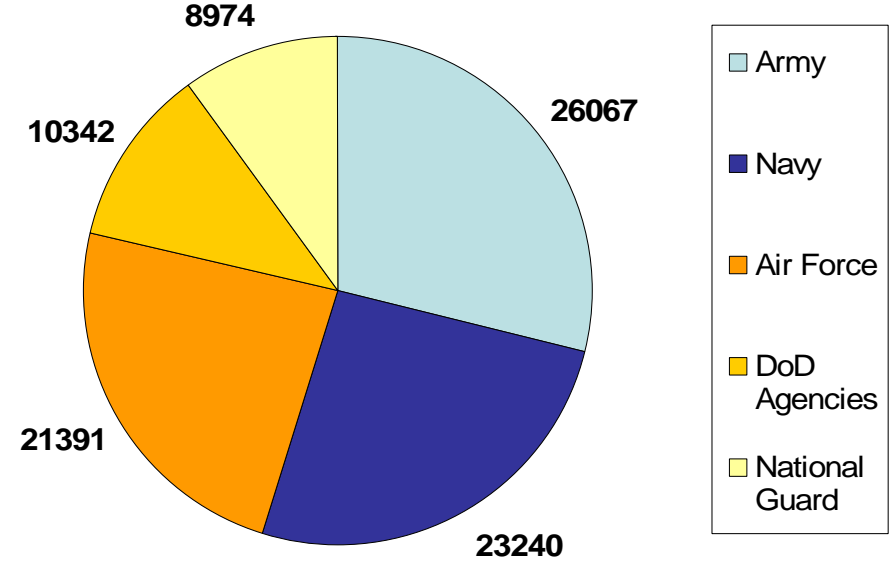
Non Supervisor/Supervisor by Components (Appropriated Fund)



Non Supervisor by Components



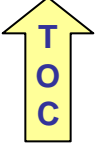
Supervisor by Components



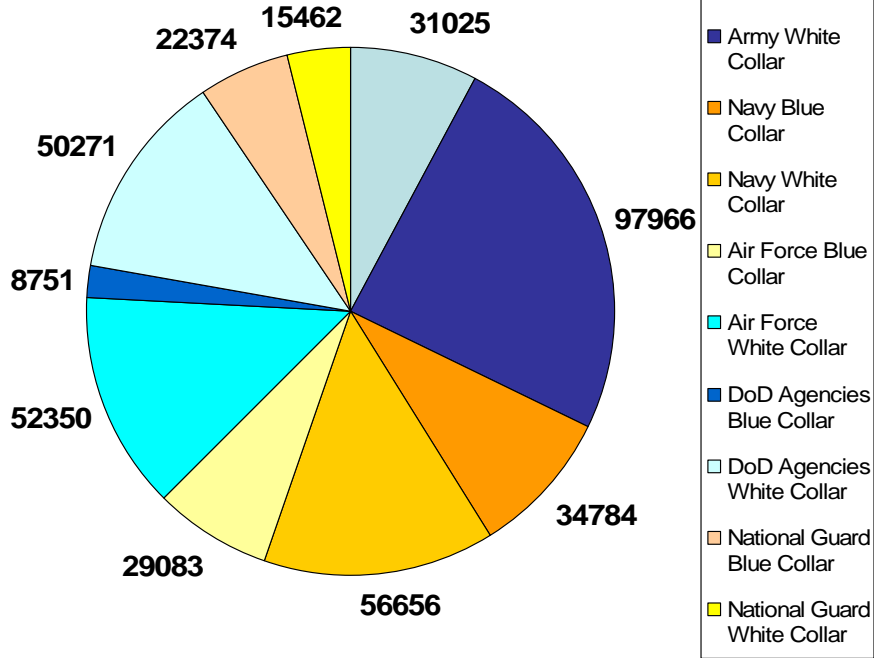
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	193472	32%	28%
Navy	152717	26%	23%
Air Force	112248	19%	16%
DoD Agencies	88482	15%	13%
National Guard	47465	8%	7%
Total	594384	100%	87%

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	26067	29%	4%
Navy	23240	26%	3%
Air Force	21391	24%	3%
DoD Agencies	10342	11%	2%
National Guard	8974	10%	1%
Total	90014	100%	13%

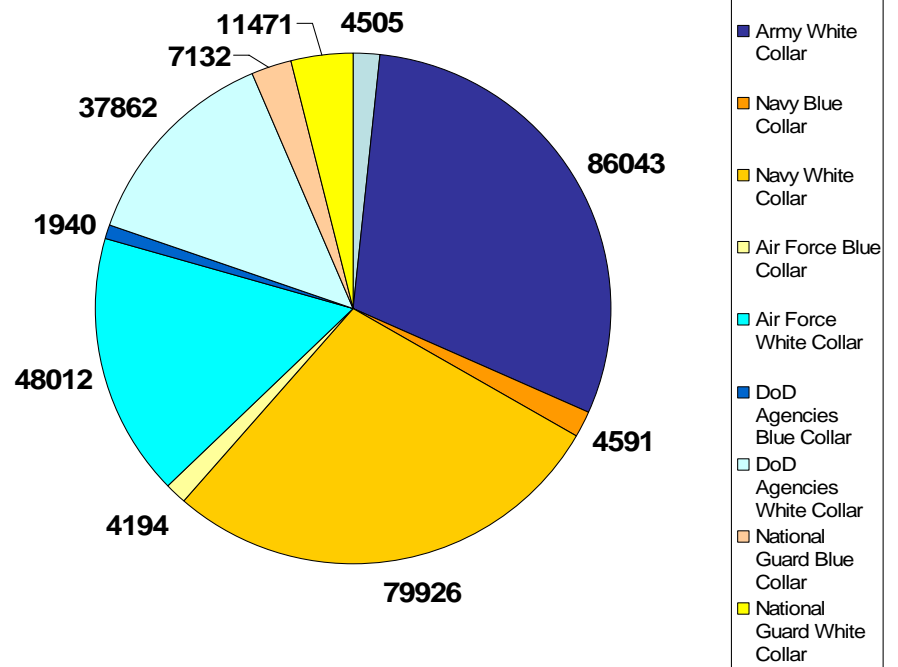
Bargaining vs Non Bargaining (Appropriated Fund)



Bargaining Unit Employees



Non Bargaining Unit Employees



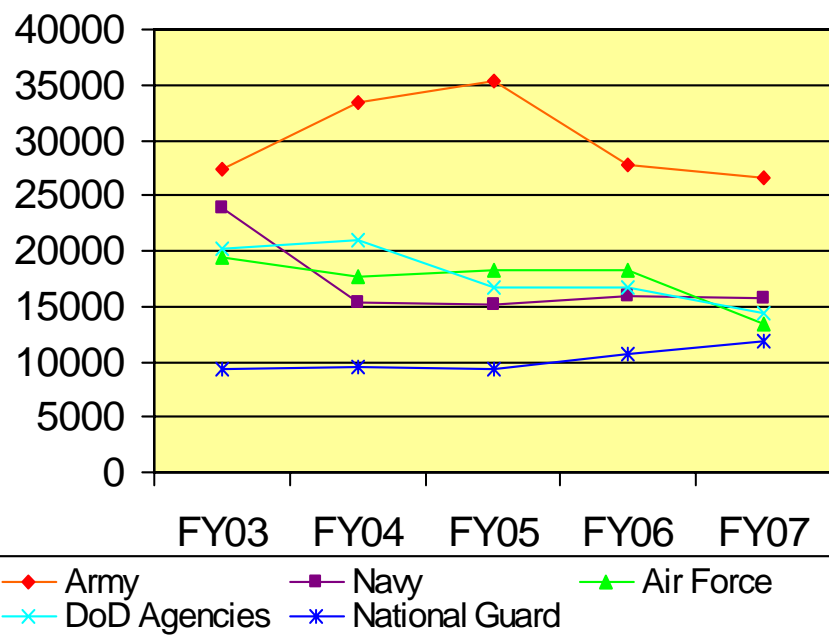
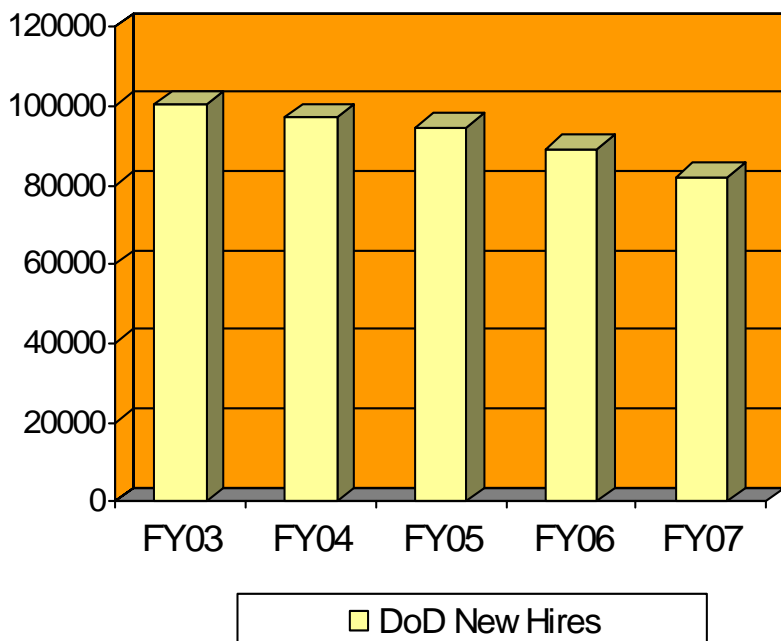
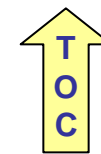
Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	31025	7.8%	4.5%
Army White Collar	97966	24.6%	14.3%
Navy Blue Collar	34784	8.7%	5.1%
Navy White Collar	56656	14.2%	8.3%
Air Force Blue Collar	29083	7.3%	4.2%
Air Force White Collar	52350	13.1%	7.6%
DoD Agencies Blue Collar	8751	2.2%	1.3%
DoD Agencies White Collar	50271	12.6%	7.3%
National Guard Blue Collar	22374	5.6%	3.3%
National Guard White Collar	15462	3.9%	2.3%
Total	398722	100.0%	58.2%

Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4505	1.6%	0.7%
Army White Collar	86043	30.1%	12.6%
Navy Blue Collar	4591	1.6%	0.7%
Navy White Collar	79926	27.9%	11.7%
Air Force Blue Collar	4194	1.5%	0.6%
Air Force White Collar	48012	16.8%	7.0%
DoD Agencies Blue Collar	1940	0.7%	0.3%
DoD Agencies White Collar	37862	13.3%	5.5%
National Guard Blue Collar	7132	2.5%	1.0%
National Guard White Collar	11471	4.0%	1.7%
Total	285676	100.0%	41.8%

Total Appropriated Fund Population 684398

Total Appropriated Fund Population 684398

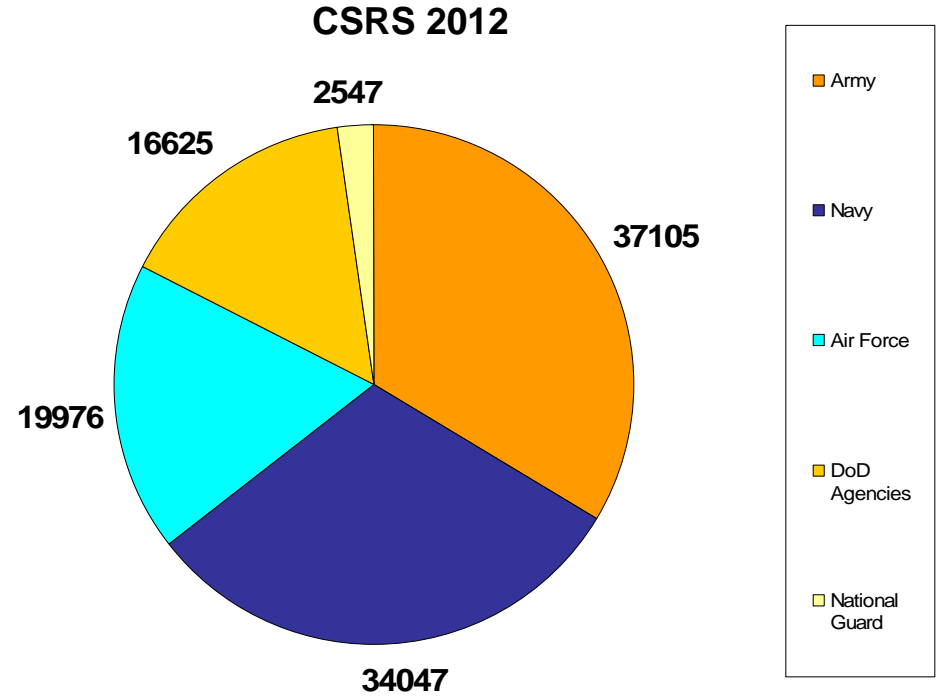
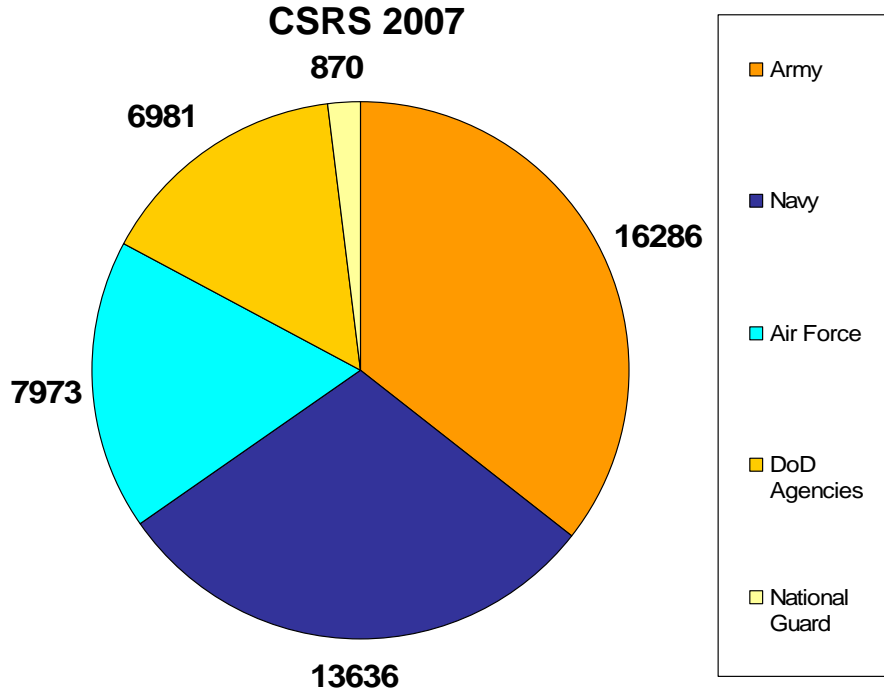
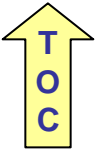
New Hires (Appropriated Fund)



DoD New Hires	Total	% Compared To Total DoD New Hires
FY03	100258	22%
FY04	96951	21%
FY05	94617	20%
FY06	89095	19%
FY07	82005	18%
Total DoD New Hires	462926	100%

DoD New Hires	FY03	FY04	FY05	FY06	FY07	Total	% Compared To Total DoD New Hires
Army	27379	33434	35385	27684	26509	150391	32%
Navy	23887	15325	15052	15833	15745	85842	19%
Air Force	19405	17761	18281	18307	13454	87208	19%
DoD Agencies	20174	20942	16603	16668	14424	88811	19%
National Guard	9413	9489	9296	10603	11873	50674	11%
Total New DoD Hires	100258	96951	94617	89095	82005	462926	100%

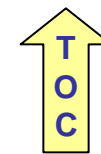
CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



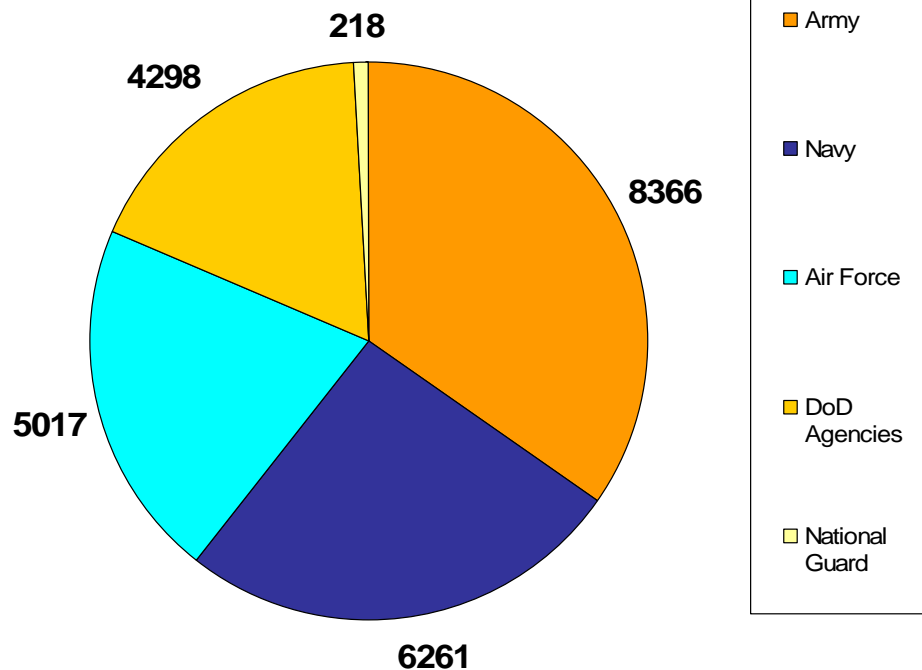
CSRS Retirement Eligibility as of Nov 2007					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	219,539	45,325	16,286	36%	2%
Navy	175,957	43,584	13,636	31%	2%
Air Force	133,639	25,704	7,973	31%	1%
DoD Agencies	98,824	20,726	6,981	34%	1%
National Guard	56,439	3,288	870	26%	0%
Grand Total	684,398	138,627	45,746	33%	6%

CSRS Retirement Eligibility as of Nov 2012					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	219,539	45,325	37,105	82%	6%
Navy	175,957	43,584	34,047	78%	5%
Air Force	133,639	25,704	19,976	78%	3%
DoD Agencies	98,824	20,726	16,625	80%	2%
National Guard	56,439	3,288	2,547	77%	0%
Grand Total	684,398	138,627	110,300	80%	16%

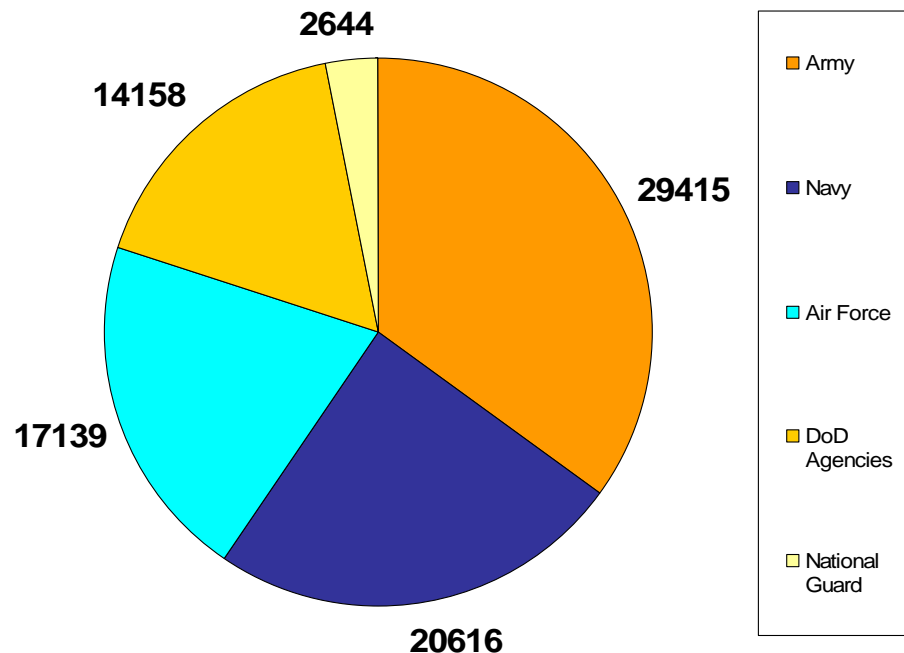
FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



FERS 2007



FERS 2012



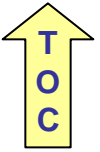
FERS Retirement Eligibility as of Nov 2007

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	219,539	168,017	8,386	5%	1%
Navy	175,957	130,332	6,261	5%	1%
Air Force	133,639	105,041	5,017	5%	1%
DoD Agencies	98,824	70,040	4,298	6%	1%
National Guard	56,439	49,013	218	0%	0%
Grand Total	684,398	522,443	24,180	5%	4%

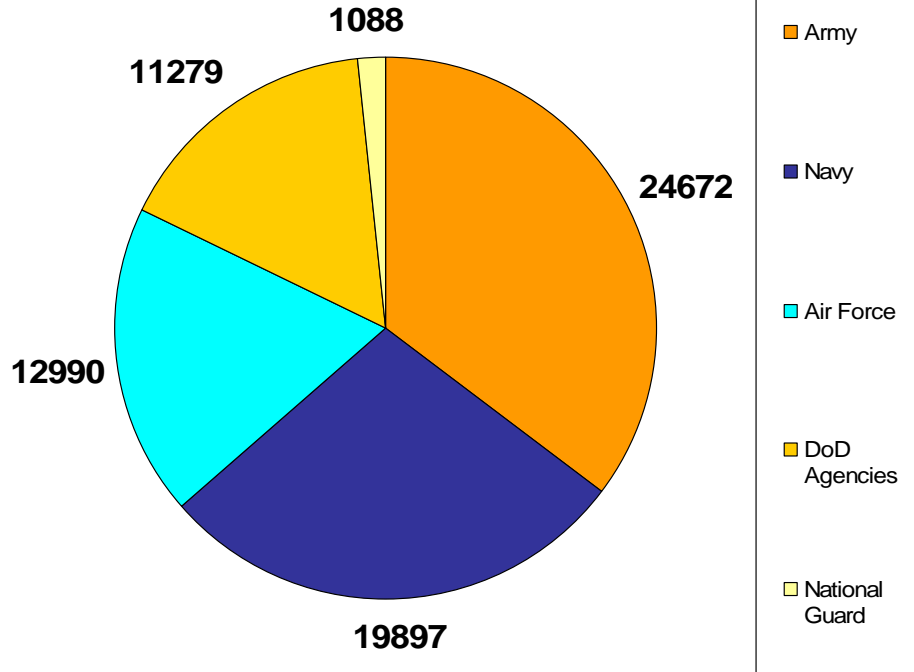
FERS Retirement Eligibility as of Nov 2012

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	219,539	168,017	29,415	18%	4%
Navy	175,957	130,332	20,616	16%	3%
Air Force	133,639	105,041	17,139	16%	3%
DoD Agencies	98,824	70,040	14,158	20%	2%
National Guard	56,439	49,013	2,644	5%	0%
Grand Total	684,398	522,443	83,972	16%	12%

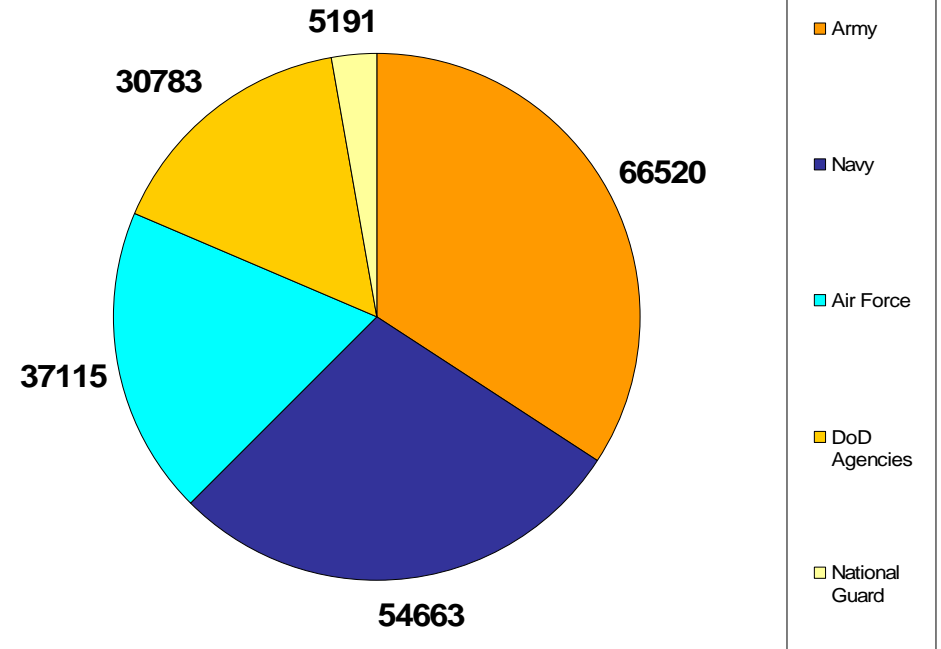
CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



CSRS & FERS 2007



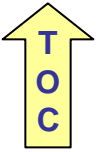
CSRS & FERS 2012



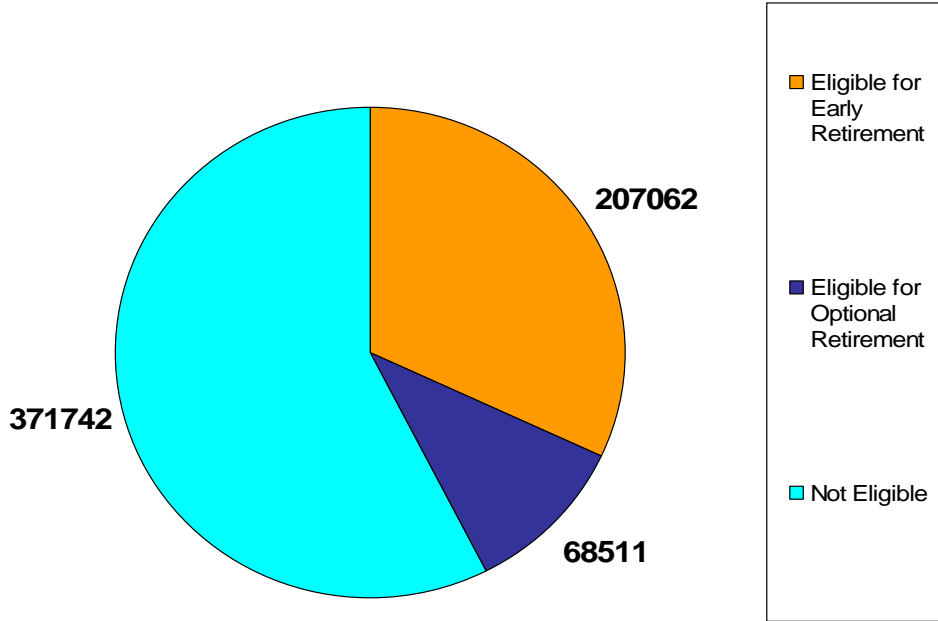
CSRS & FERS Retirement Eligibility as of Nov 2007					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	219,539	213,342	24,672	12%	4%
Navy	175,957	173,916	19,897	11%	3%
Air Force	133,639	130,745	12,990	10%	2%
DoD Agencies	98,824	90,766	11,279	12%	2%
National Guard	56,439	52,301	1,088	2%	0%
Grand Total	684,398	661,070	69,926	11%	11%

CSRS & FERS Retirement Eligibility as of Nov 2012					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	219,539	213,342	66,520	31%	10%
Navy	175,957	173,916	54,663	31%	8%
Air Force	133,639	130,745	37,115	28%	5%
DoD Agencies	98,824	90,766	30,783	34%	4%
National Guard	56,439	52,301	5,191	10%	1%
Grand Total	684,398	661,070	194,272	28%	28%

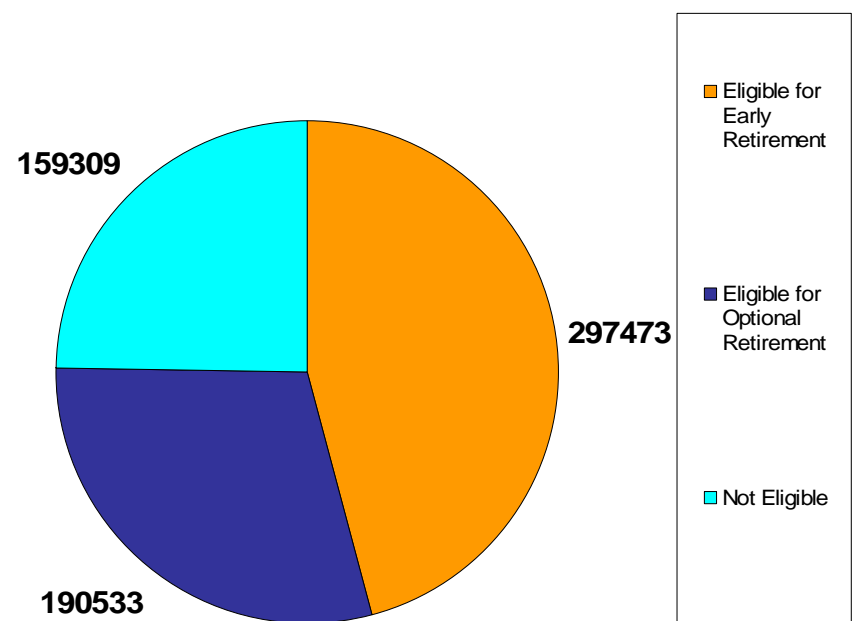
CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)



Current Retirement Eligibility



2012 Retirement Eligibility



CSRS & FERS Retirement Eligibility as of Nov 2007

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement
647,315	207,062	32%	68,511	11%	275,573	43%

CSRS & FERS Retirement Eligibility as of Nov 2012

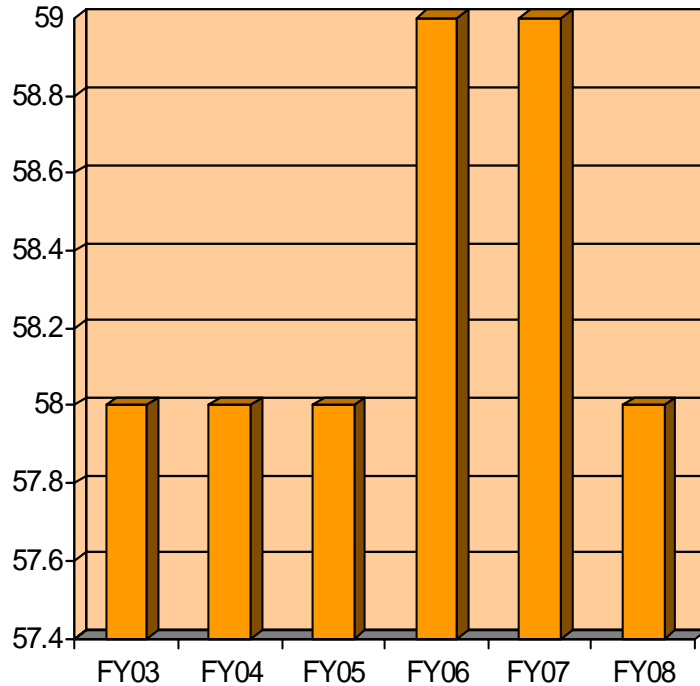
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement
647,315	297,473	46%	190,533	29%	488,006	75%

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.

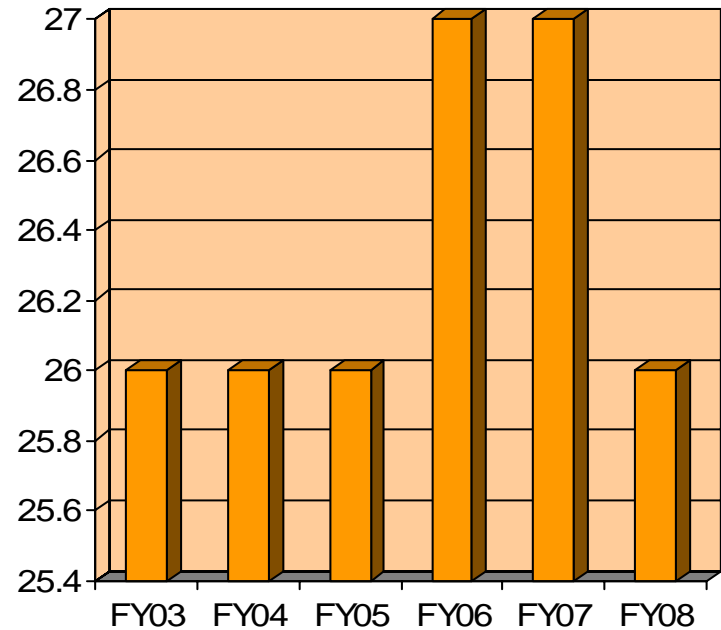
Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

Average Retirement Age



■ Average Retirement Age

Average Years of Service at Retirement



■ Average Years of Service at Retirement

Average Retirement Age

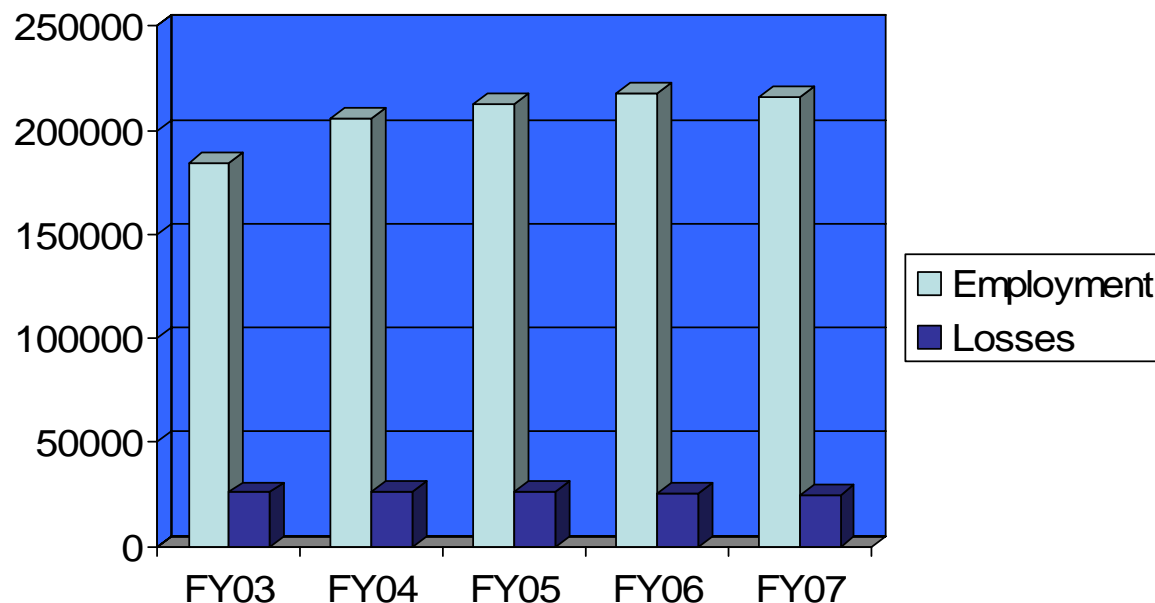
Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59
FY08 (From Oct 1, 2007 to Nov 30, 2007)	58

Average Years of Service at Retirement

Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27
FY08 (From Oct 1, 2007 to Nov 30, 2007)	26

Army Turnover Rate* (Appropriated Fund)

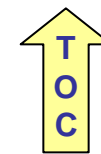
Army Turnover – All Separations



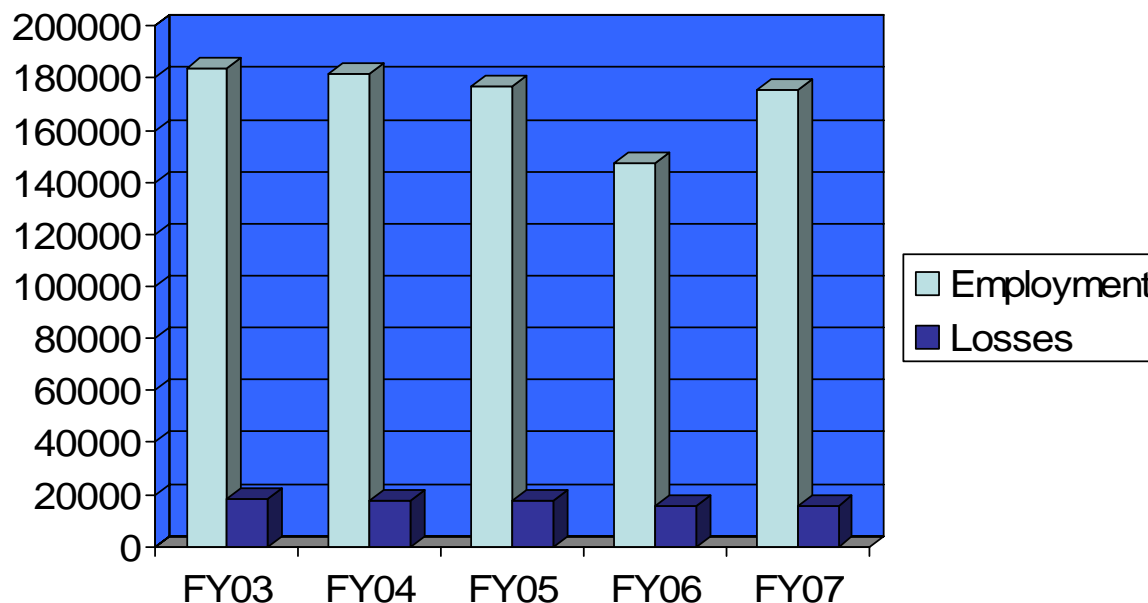
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



Navy Turnover – All Separations



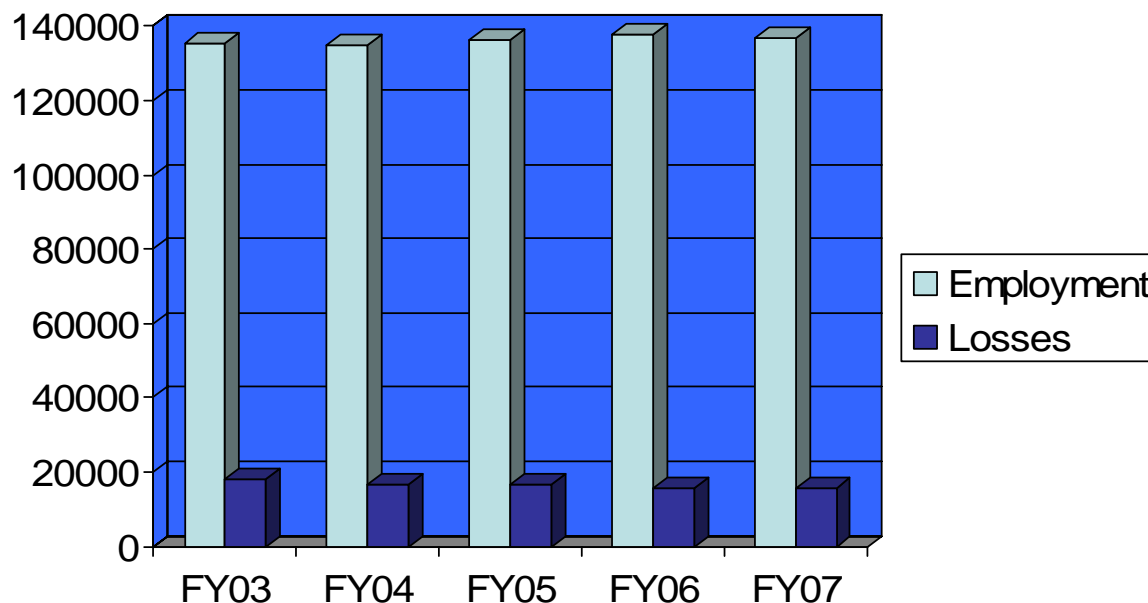
Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



Air Force Turnover – All Separations



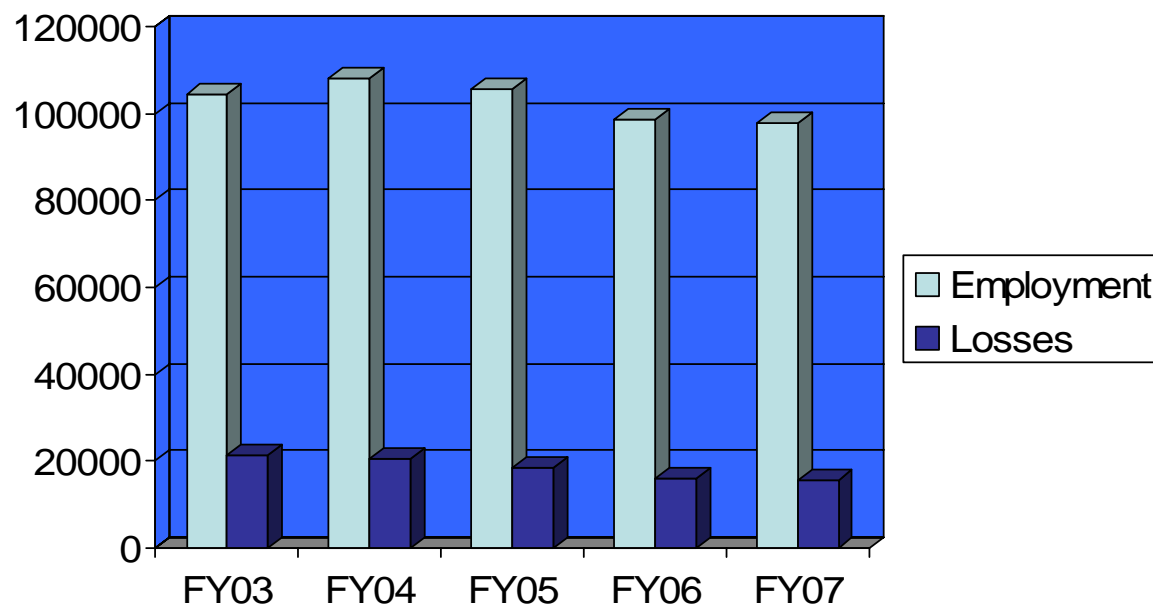
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



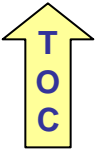
DoD Agencies Turnover – All Separations



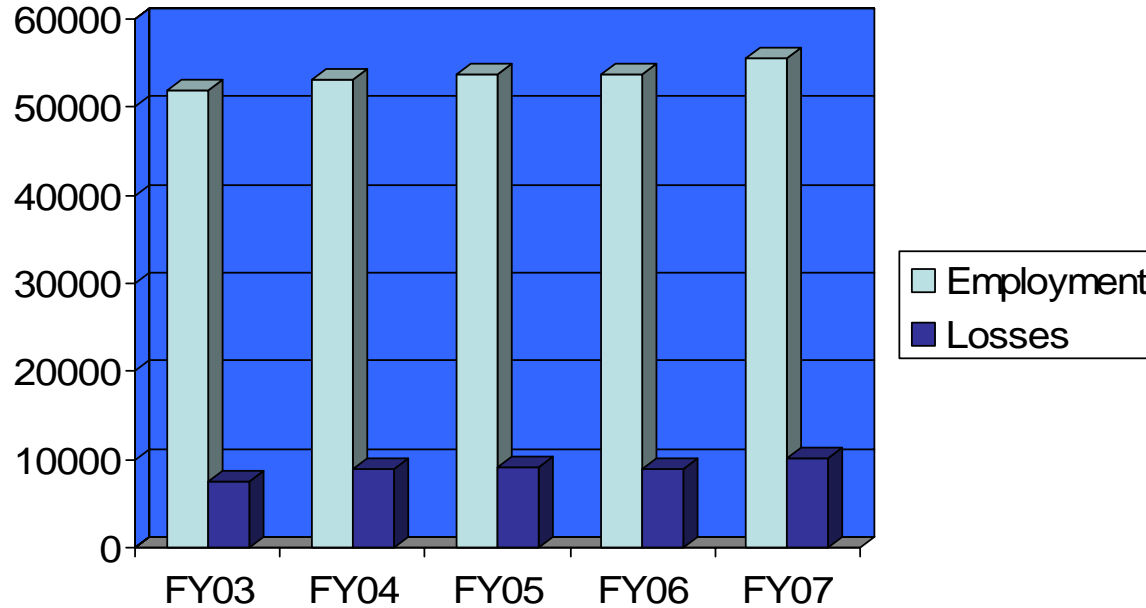
DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



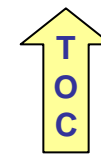
National Guard Turnover – All Separations



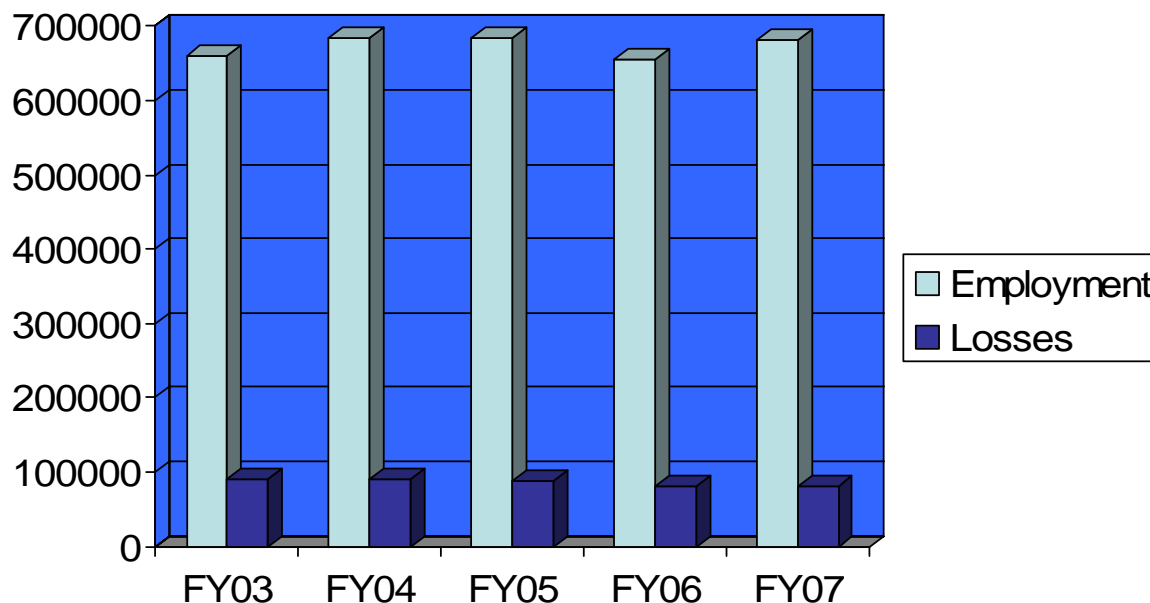
National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



All DoD Turnover – All Separations



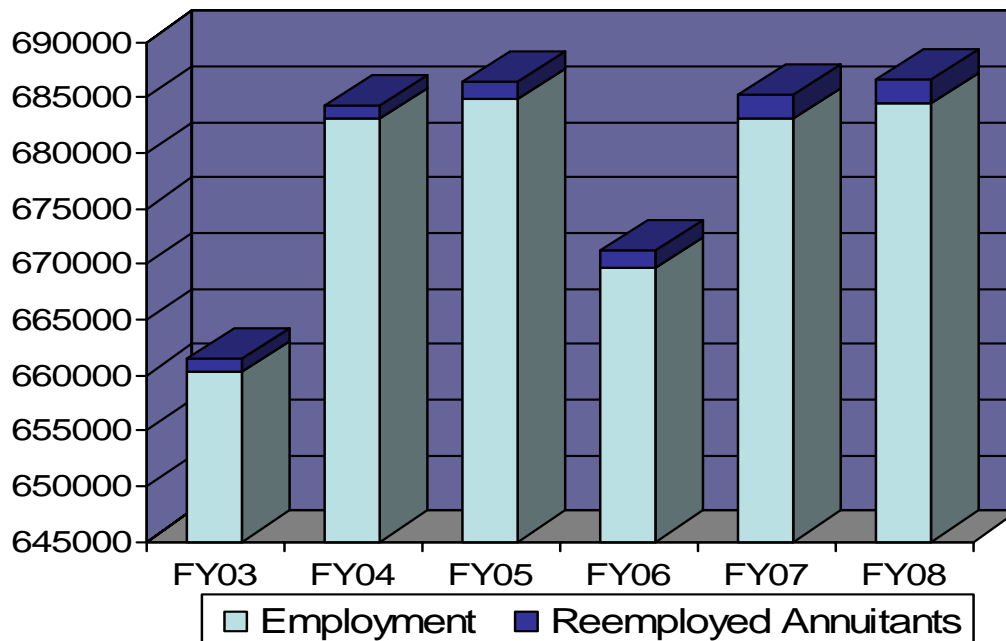
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



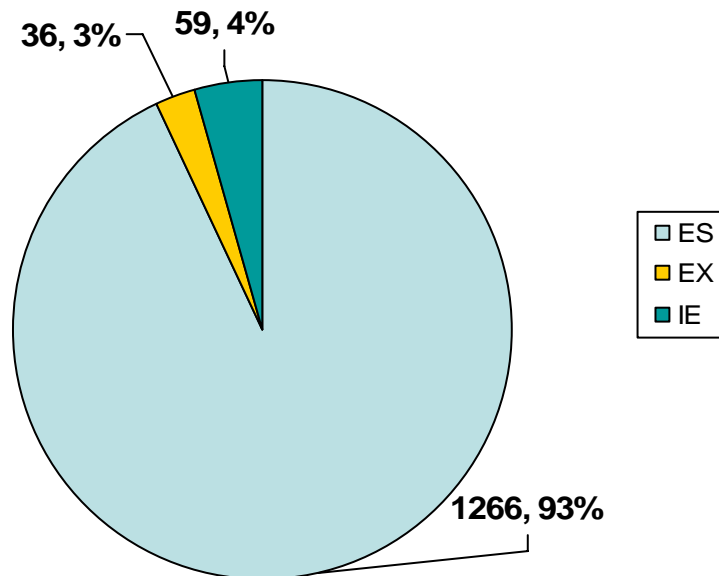
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY03			FY04			FY05			FY06			FY07			FY08 (From Oct 1, 2007 to Nov 30, 2007)		
	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
Army	184461	445	0.24%	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	219539	1323	0.60%
Navy	183993	314	0.17%	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	175957	308	0.18%
Air Force	135165	179	0.13%	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133639	216	0.16%
Natl Guard	51970	25	0.05%	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	56439	73	0.13%
DoD Agencies	104635	230	0.22%	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	98824	276	0.28%
All DoD	660224	1193	0.18%	683049	1159	0.17%	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	684398	2196	0.32%

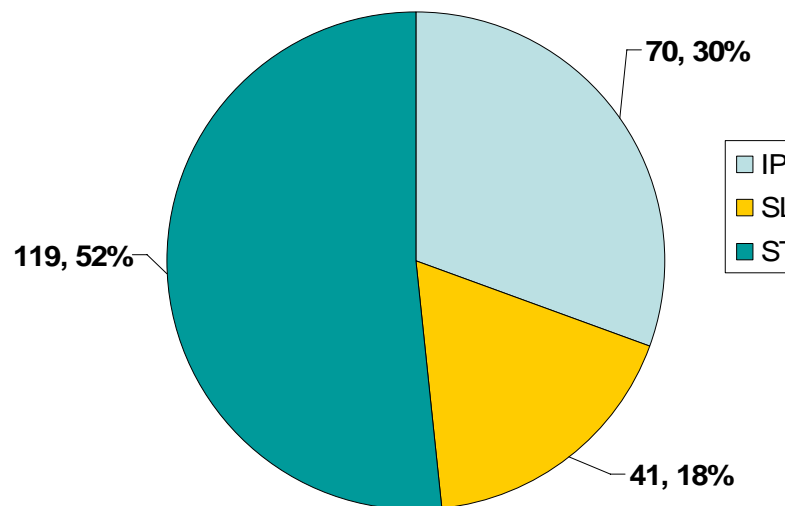
*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

**Senior Executive Service/
 Executive Pay/Intelligence Executive**



**Intelligence Professional/
 Senior Level Positions/Scientific and
 Professional**



Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1266	93.02%	0.1850%
Total EX	36	2.64%	0.0053%
Total IE	59	4.34%	0.0086%
Total	1361	100.00%	**0.1989%

Total Appropriated Fund Population 684398

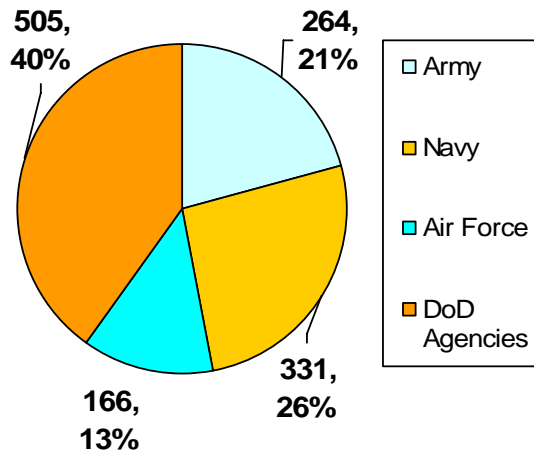
** Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	70	30.43%	0.0102%
Total SL	41	17.83%	0.0060%
Total ST	119	51.74%	0.0174%
Total	230	100.00%	0.0336%

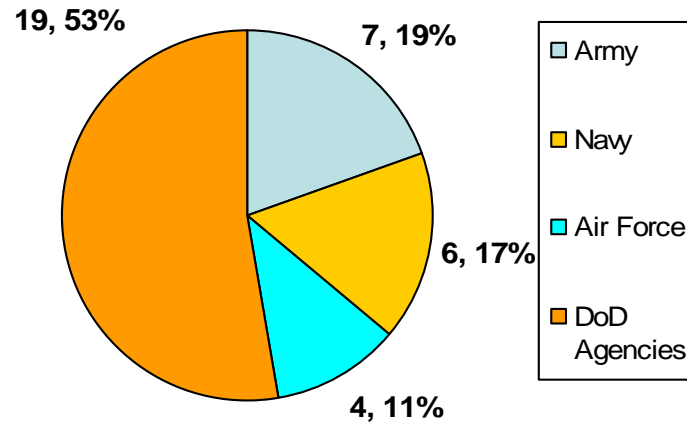
Total Appropriated Fund Population 684398

DoD Executives by Component (Appropriated Fund)

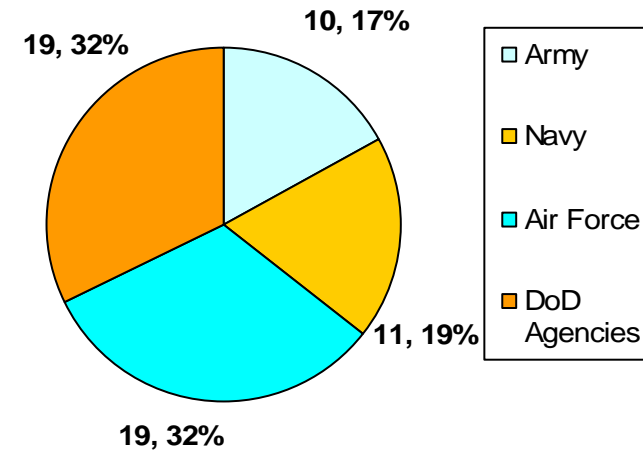
Senior Executive Service



Executive Pay



Intelligence Executive



Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	264	20.85%	0.0386%
Navy	331	26.15%	0.0484%
Air Force	166	13.11%	0.0243%
DoD Agencies	505	39.89%	0.0738%
Total	1266	100.00%	**0.1851%

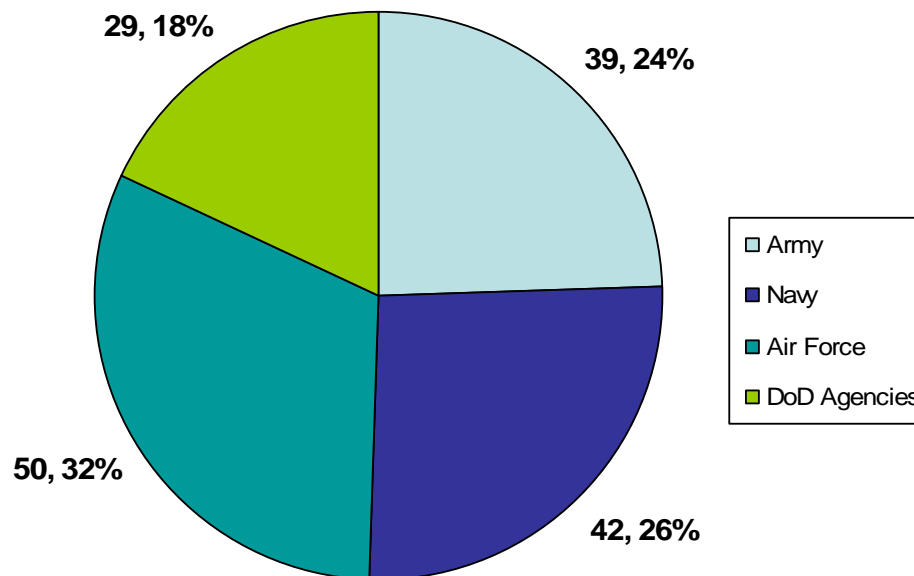
Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	7	19.44%	0.0010%
Navy	6	16.67%	0.0009%
Air Force	4	11.11%	0.0006%
DoD Agencies	19	52.78%	0.0028%
Total	36	100.00%	**0.0053%

Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	10	16.95%	0.0015%
Navy	11	18.64%	0.0016%
Air Force	19	32.20%	0.0028%
DoD Agencies	19	32.20%	0.0028%
Total	59	100.00%	**0.0087%

Total Appropriated Fund Population 684398

**Percentage shown in these reports may not add to totals due to rounding

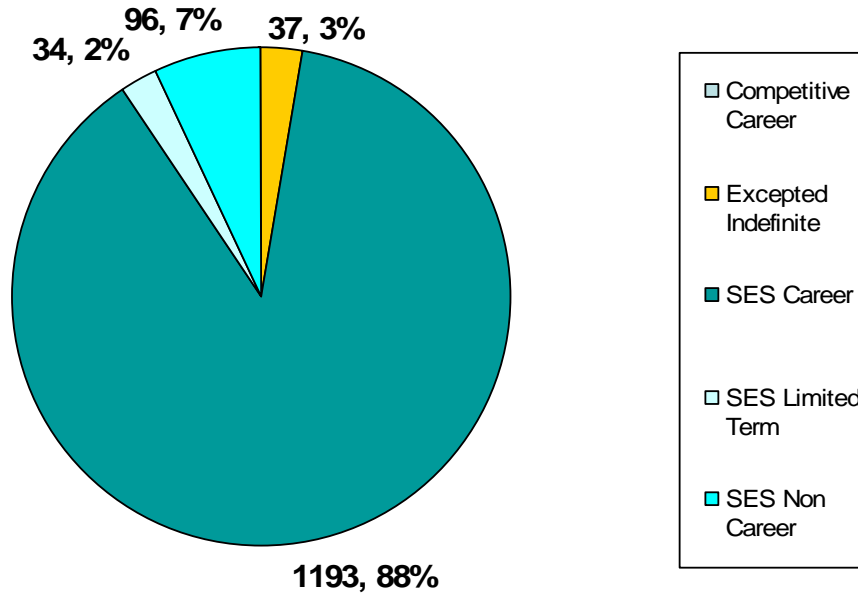
DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leadership Population	% Compared To Total Appropriated Fund Population
Army	39	24.38%	0.0057%
Navy	42	26.25%	0.0061%
Air Force	50	31.25%	0.0073%
DoD Agencies	29	18.13%	0.0042%
Total	160	100.00%	0.0233%

Total Appropriated Fund Population 684398

DoD Executives by Appointment Type (Appropriated Fund)



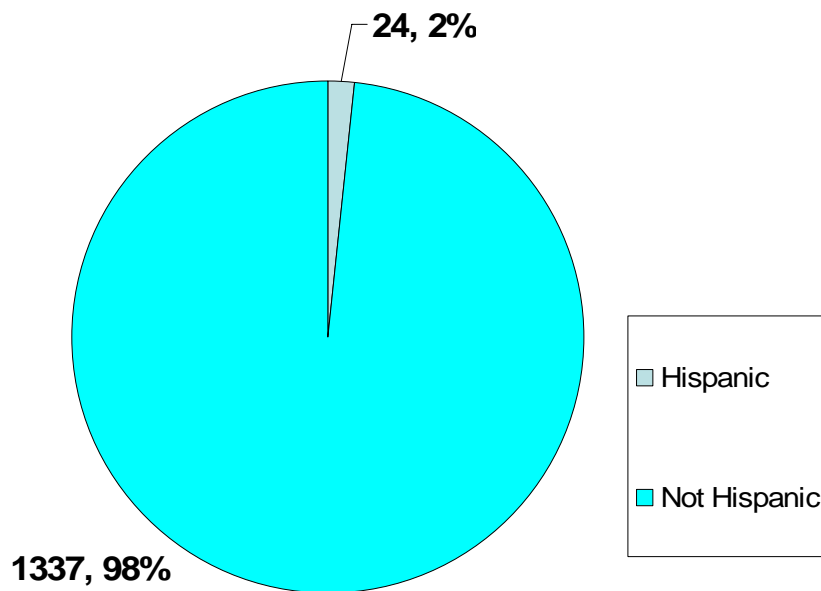
DoD Executives by Appointment Type	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Competitive Career	*1	0.07%	0.0001%
Excepted Indefinite	37	2.72%	0.0054%
SES Career	1193	87.66%	0.1743%
SES Limited Term	34	2.50%	0.0050%
SES Non Career	96	7.05%	0.0140%
Total	1361	100.00%	**0.1988%

*Some data shown in table are not provided in the chart above

** Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)

Ethnicity
Senior Executive Service/Executive
Pay/Intelligence Executive



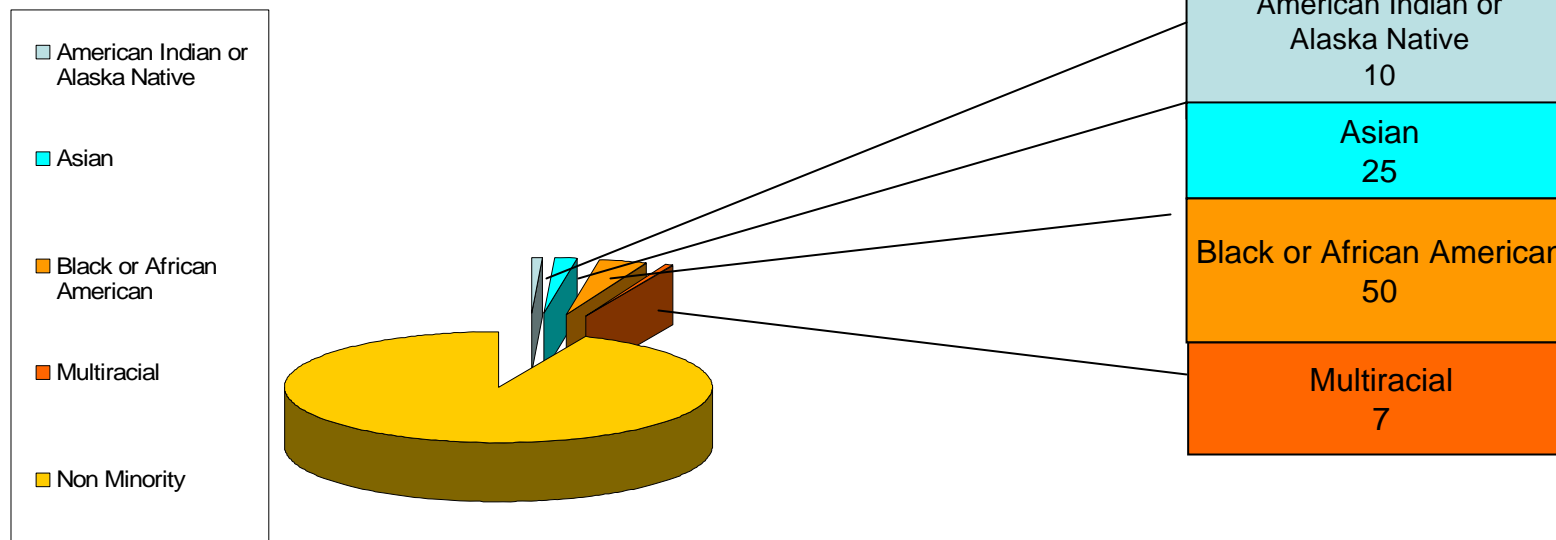
Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	24	1.76%	0.0035%
Not Hispanic	1337	98.24%	0.1954%
Total	1361	100.00%	**0.1989%

Total Appropriated Fund Population 684398

** Percentage shown in this report may not add to totals due to rounding

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



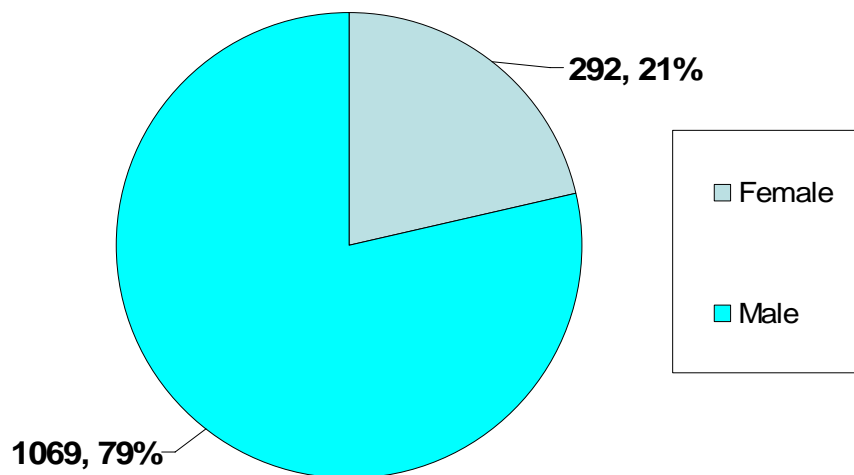
Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	10	0.74%	0.0015%
Asian	25	1.84%	0.0037%
Black or African American	50	3.67%	0.0073%
Identity Pending	2	0.15%	0.0003%
Multiracial	7	0.51%	0.0010%
Race Unspecified	20	1.47%	0.0029%
White	1247	91.62%	0.1822%
Total	1361	100.00%	**0.1989%

Total Appropriated Fund Population 684398

** Percentage shown in this report may not add to totals due to rounding

DoD Executives Demographics (Appropriated Fund)

Gender
Senior Executive
Service/Executive
Pay/Intelligence Executive

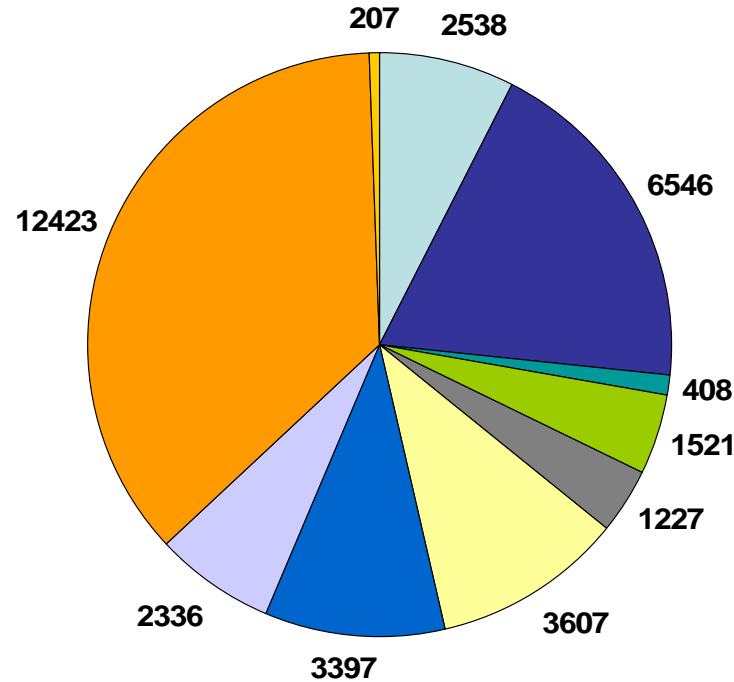
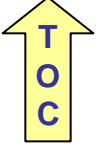


Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	292	21.45%	0.0427%
Male	1069	78.55%	0.1562%
Total	1361	100.00%	**0.1989%

Total Appropriated Fund Population 684398

** Percentage shown in this report may not add to totals due to rounding

Lab/Demonstration Projects (Appropriated Fund)

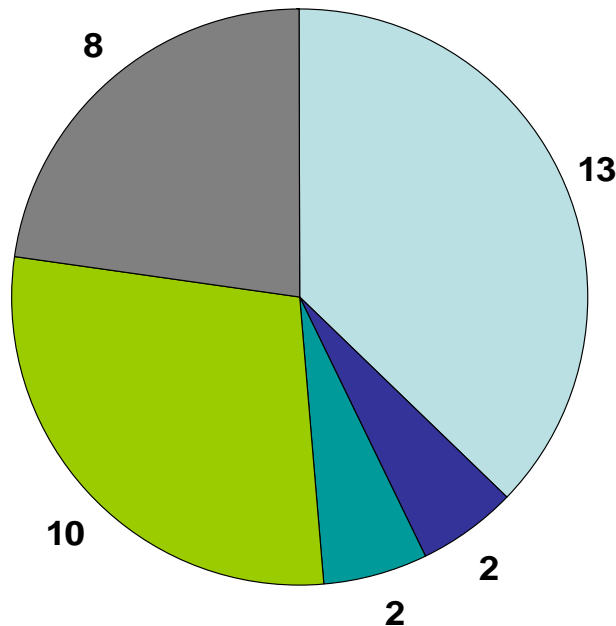
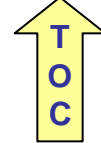


■	Air Force Research Lab
■	Army Aviation Research,Dev&Eng Ctr
■	Army Comm-Electronics Comm Research
■	Army Engineer Research & Dev Ctr
■	Army Medical Research and Mat Cmd
■	China Lake Demo
■	DoD Acquisition Demo
■	Naval Research Lab
■	Navy Warfare Center
■	Space and Naval Warfare Sys Com

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2538	7.42%	0.37%
Army Aviation Research, Dev&Eng Ctr	6546	19.13%	0.95%
Army Comm-Electronics Comm Research	408	1.19%	0.06%
Army Engineer Research & Dev Ctr	1521	4.45%	0.22%
Army Medical Research and Mat Cmd	1227	3.59%	0.18%
China Lake Demo	3607	10.54%	0.53%
DoD Acquisition Demo	3397	9.93%	0.50%
Naval Research Lab	2336	6.83%	0.34%
Navy Warfare Center	12423	36.31%	1.82%
Space and Naval Warfare Sys Command	207	0.61%	0.03%
Total	34210	100.00%	5.00%

Total Appropriated Fund Population 684398

Lab/Demonstration Projects (Appropriated Fund)

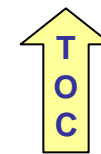


- Army Aviation Research, Dev&Eng Ctr
- Army Engineer Research & Dev Ctr
- Army Medical Research and Mat Cmd
- Naval Research Lab
- Navy Warfare Center

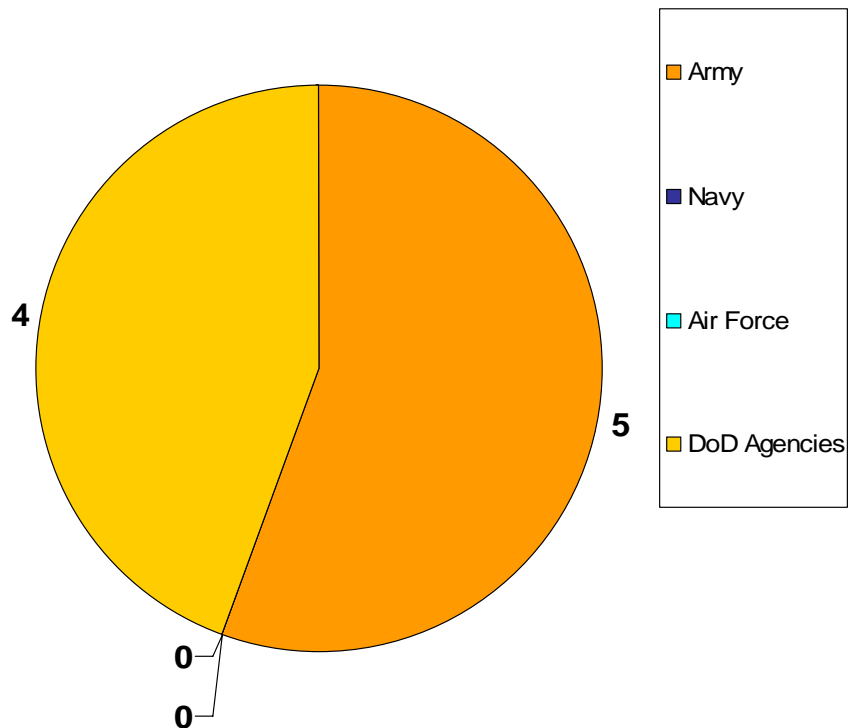
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	52.00%	0.0019%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	2	20.00%	0.0003%
Army Medical Research and Mat Cmd	2	8.00%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	10	40.00%	0.0015%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	8	80.00%	0.0012%
Total	25	100.00%	0.0037%	10	100.00%	0.0015%

Total Appropriated Fund Population 684398

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



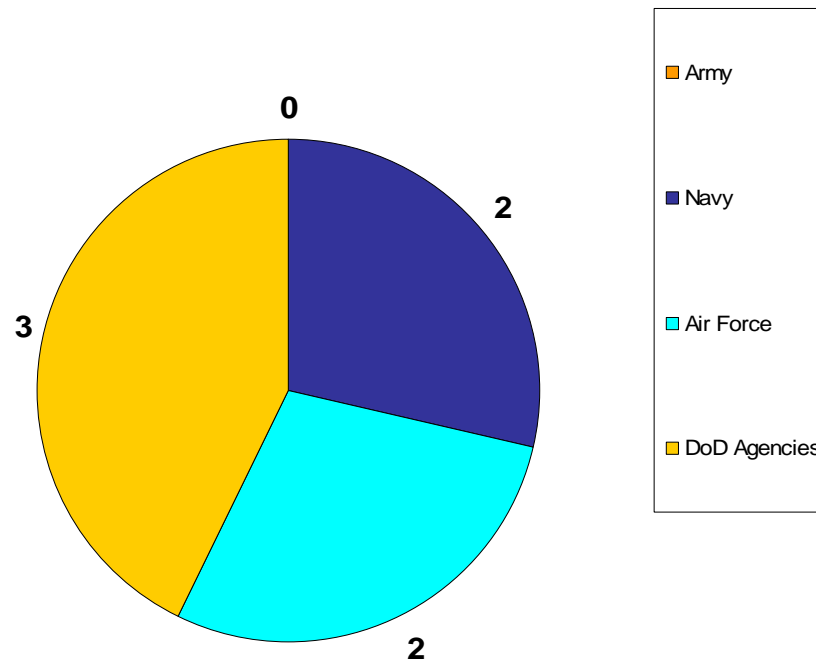
Current Employees



Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	55.56%	0.001%
Navy	0	0.00%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	4	44.44%	0.001%
Total	9	100.00%	0.002%

Total Appropriated Fund Population 684398

Hires No Longer on Rolls



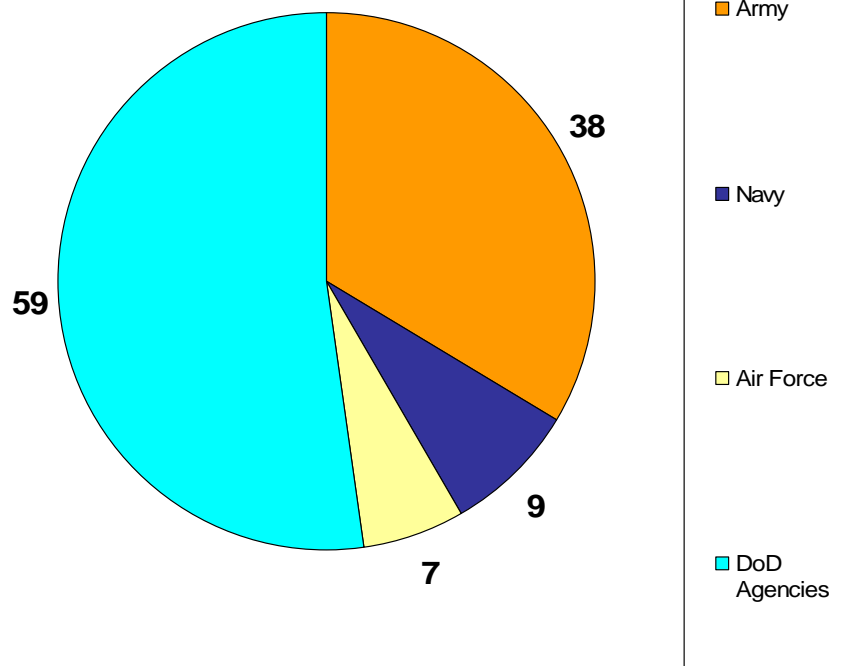
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	28.57%	0.000%
Air Force	2	28.57%	0.000%
DoD Agencies	3	42.86%	0.000%
Total	7	100.00%	0.000%

Total Appropriated Fund Population 684398

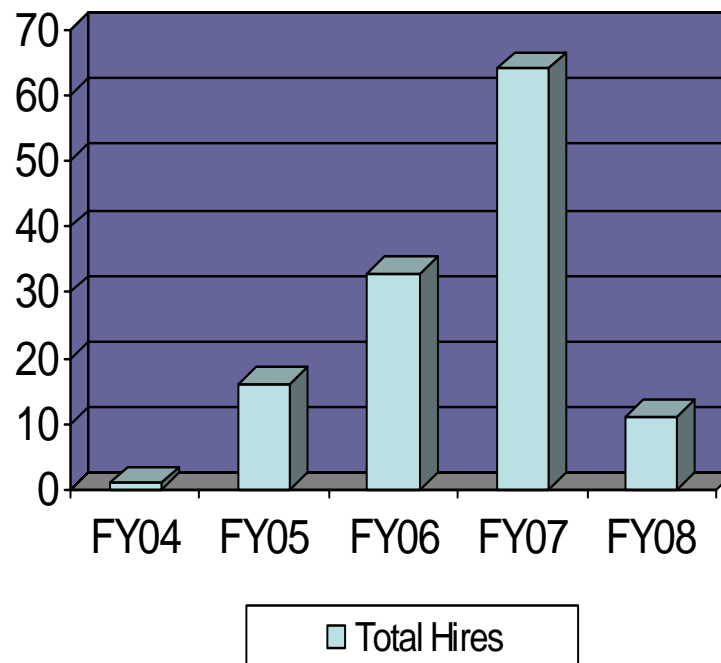
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



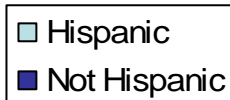
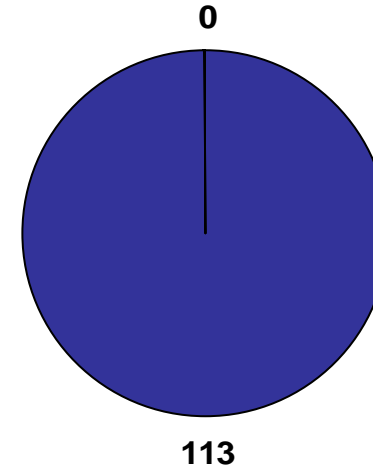
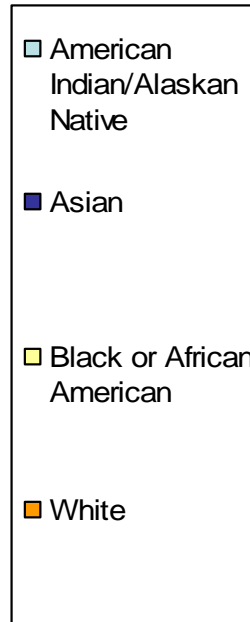
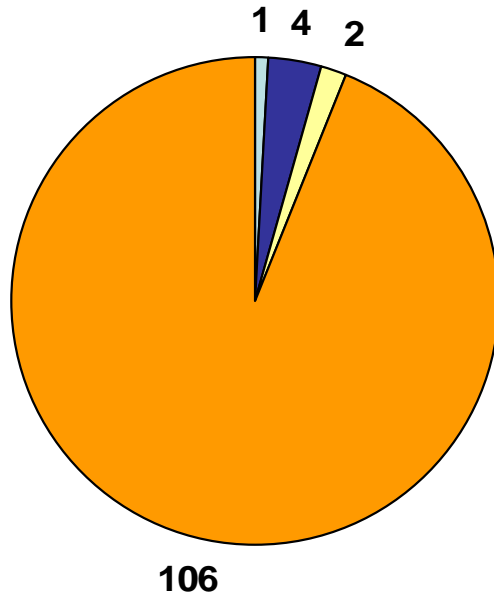
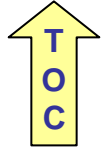
Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	38	33.64%	0.006%
Navy	9	7.96%	0.001%
Air Force	7	6.19%	0.001%
DoD Agencies	59	52.21%	0.009%
Total	113	100.00%	*0.017%

Total Appropriated Fund Population 684398

Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total Appropriated Fund Population	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.80%	0.000%
FY05	16	12.80%	0.002%
FY06	33	26.40%	0.005%
FY07	64	51.20%	0.009%
FY08	11	8.80%	0.002%
Total	125	100.00%	*0.018%

*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
American Indian/Alaska Native	1	0.88%	0.000%
Asian	4	3.54%	0.001%
Black or African American	2	1.77%	0.000%
White	106	93.81%	0.016%
Total	113	100.00%	*0.017%

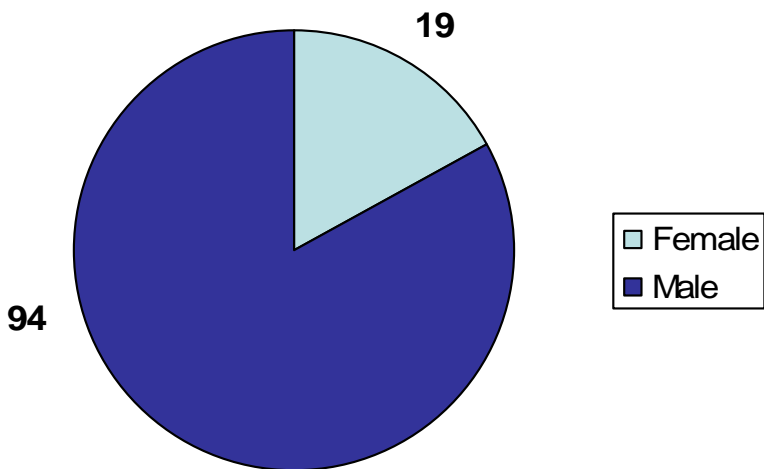
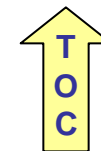
Total Appropriated Fund Population 684398

Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	113	100.00%	0.017%
Total	113	100.00%	*0.017%

Total Appropriated Fund Population 684398

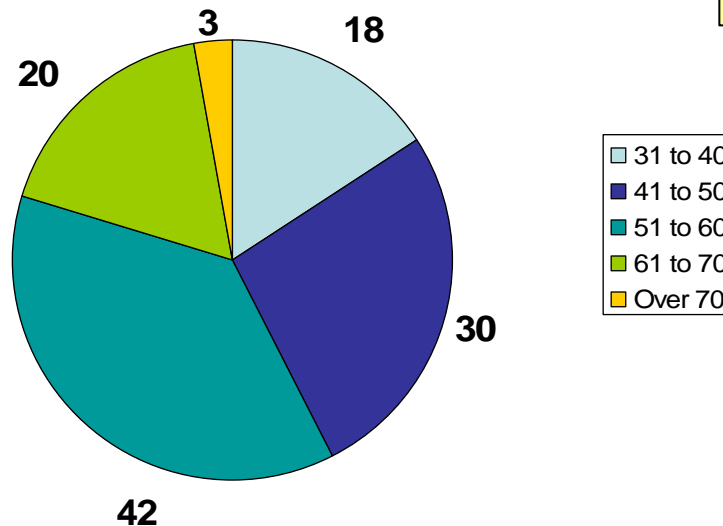
* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	19	16.81%	0.003%
Male	94	83.19%	0.014%
Total	113	100.00%	*0.017%

Total Appropriated Fund Population 684398

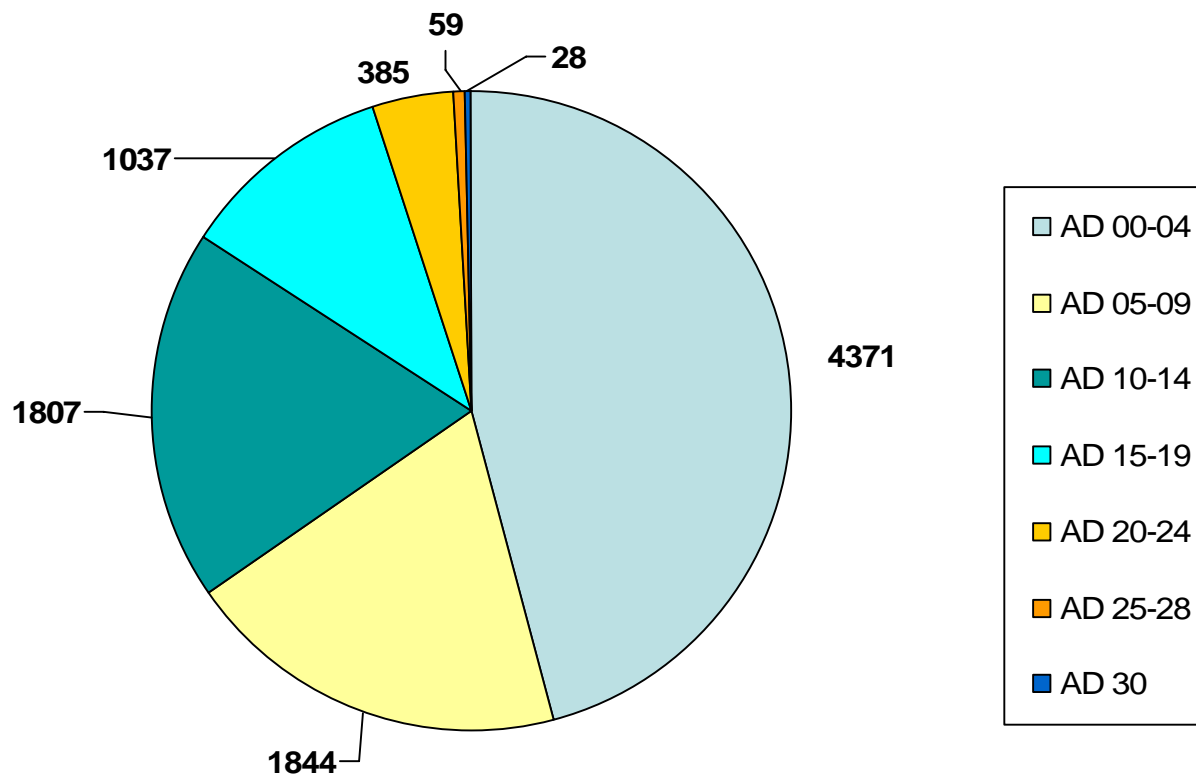
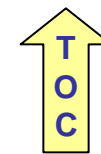


Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	18	15.93%	0.003%
41 to 50	30	26.55%	0.004%
51 to 60	42	37.17%	0.006%
61 to 70	20	17.70%	0.003%
Over 70	3	2.65%	0.000%
Total	113	100.00%	*0.016%

Total Appropriated Fund Population 684398

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)

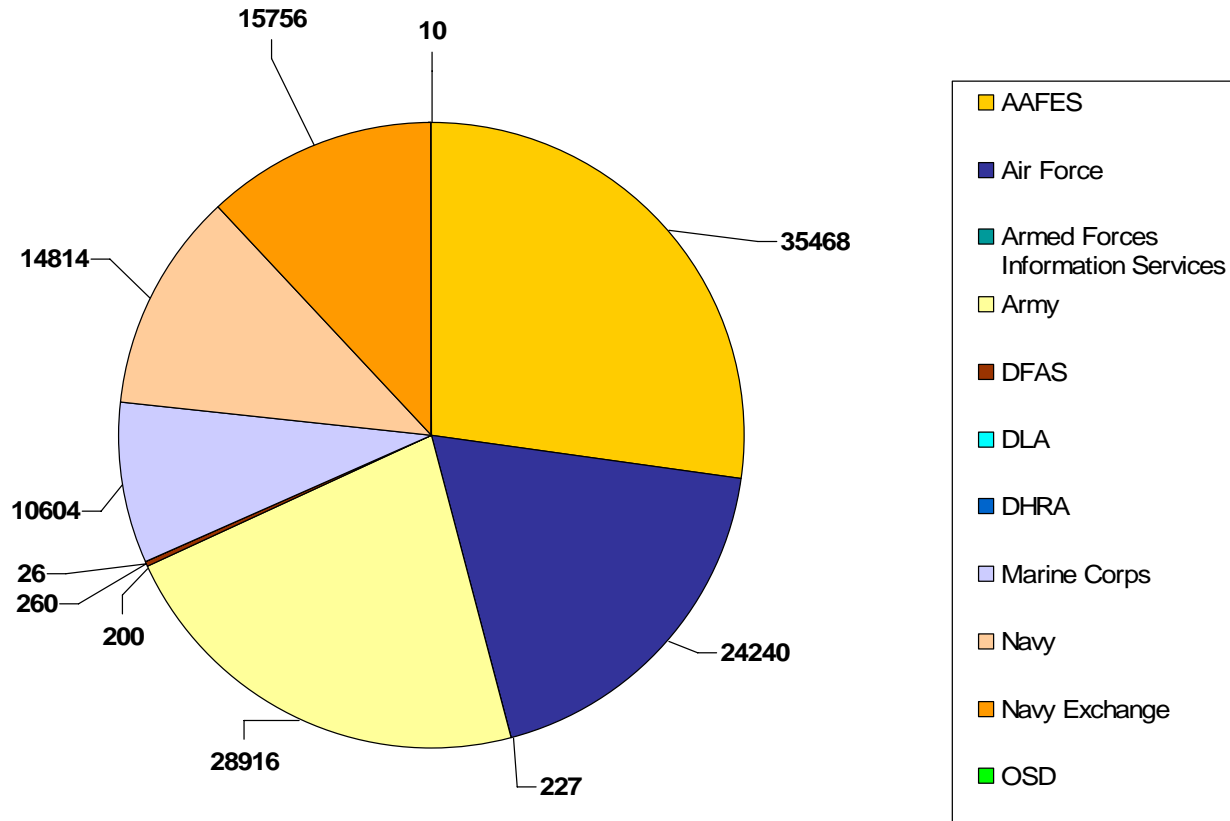
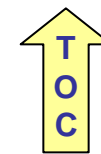


Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4371	45.86%	0.64%
AD 05-09	1844	19.35%	0.27%
AD 10-14	1807	18.96%	0.26%
AD 15-19	1037	10.88%	0.15%
AD 20-24	385	4.04%	0.06%
AD 25-28	59	0.62%	0.01%
AD 30	28	0.29%	0.00%
Total	9531	100.00%	1.39%

Total Appropriated Fund Population 684398

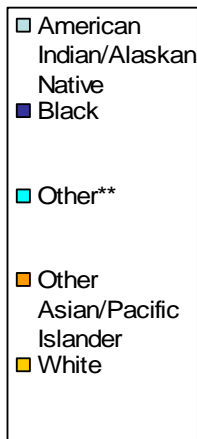
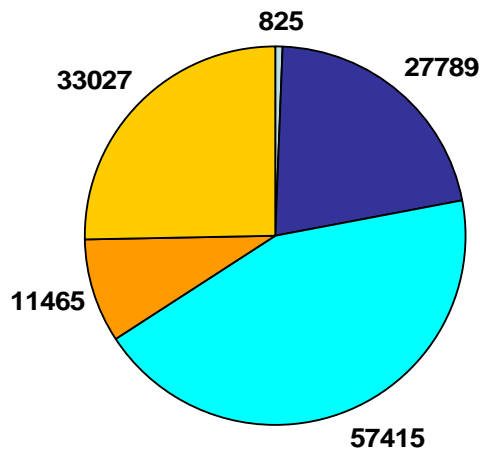
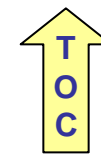
NON APPROPRIATED FUND

Non Appropriated Fund Employees by Component



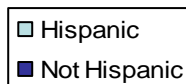
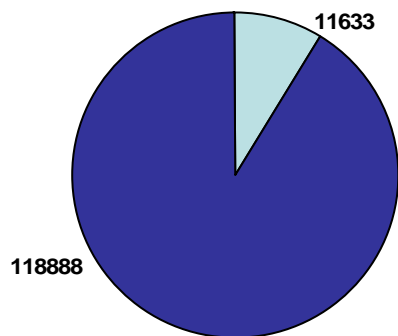
Non Appropriated Fund Employees Total = 130521		
AAFES	35468	27%
Air Force	24240	19%
Armed Forces Information Services	227	0%
Army	28916	22%
DFAS	200	0%
DLA	260	0%
DHRA	26	0%
Marine Corps	10604	8%
Navy	14814	11%
Navy Exchange	15756	12%
OSD	10	0%
Total	130521	100%

General Workforce Demographics (Non Appropriated Fund)

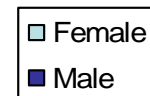
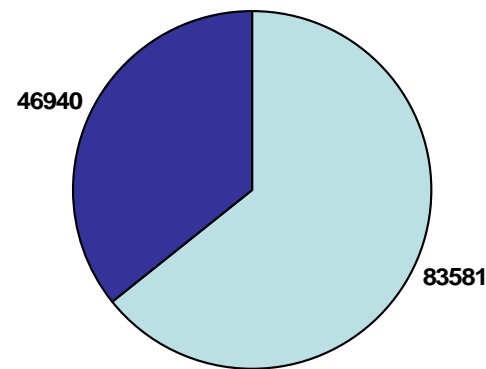


Race Designation Total = 130521		
Amer Indian/Alaskan Native	825	1%
Black	27789	21%
Other**	57415	44%
Other Asian/Pacific Islander	11465	9%
White	33027	25%
Total Non Appropriated Fund Population	130521	100%

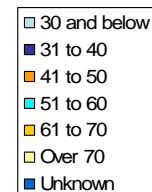
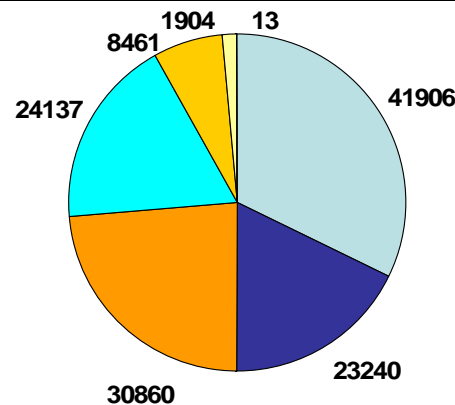
Other** Data not reported by employee



Ethnicity Total = 130521		
Hispanic	11633	9%
Not Hispanic	118888	91%
Total Non Appropriated Fund Population	130521	100%



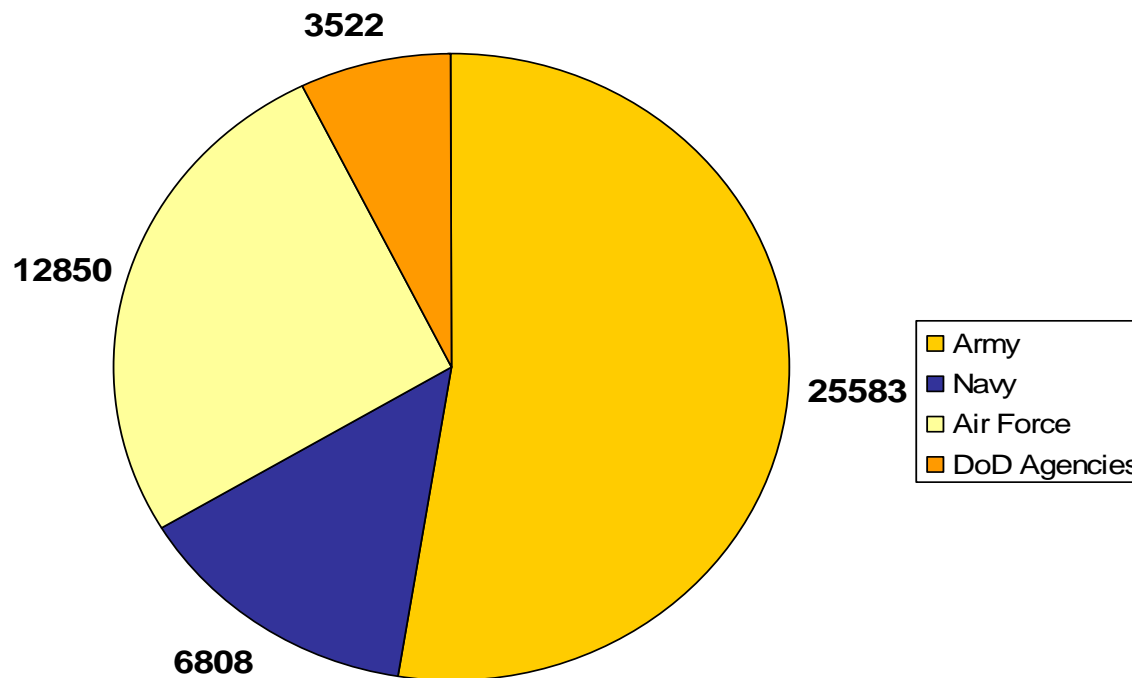
Gender Total = 130521		
Female	83581	64%
Male	46940	36%
Total Non Appropriated Fund Population	130521	100%



Age Total = 130521		
30 and below	41906	32%
31 to 40	23240	18%
41 to 50	30860	24%
51 to 60	24137	19%
61 to 70	8461	6%
Over 70	1904	1%
Unknown	13	0%
Total Non Appropriated Fund Population	130521	100%

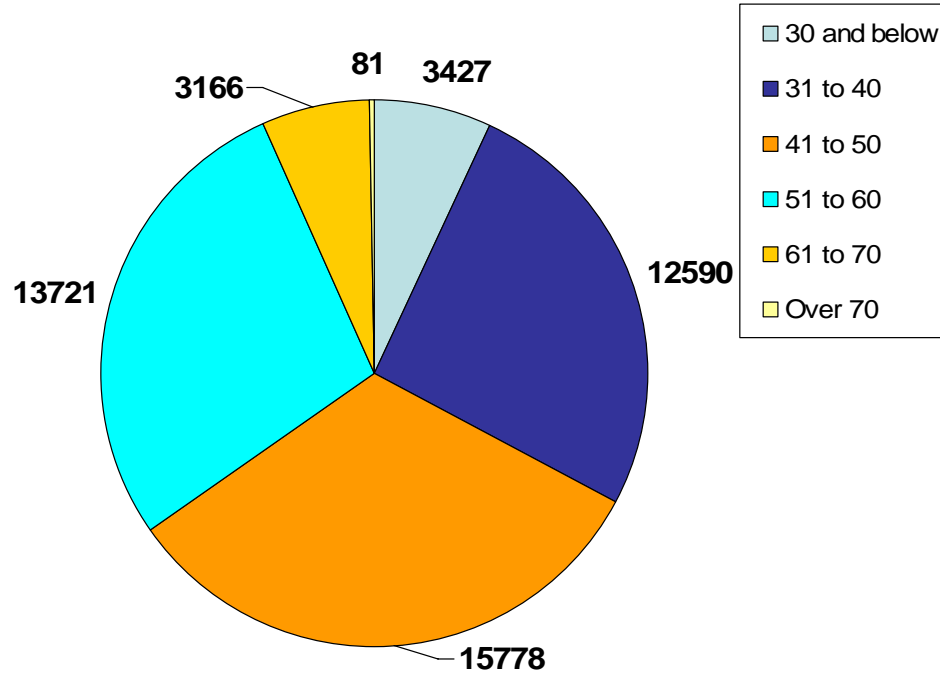
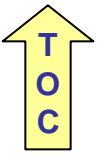
LOCAL NATIONALS

Local National Employees by Component

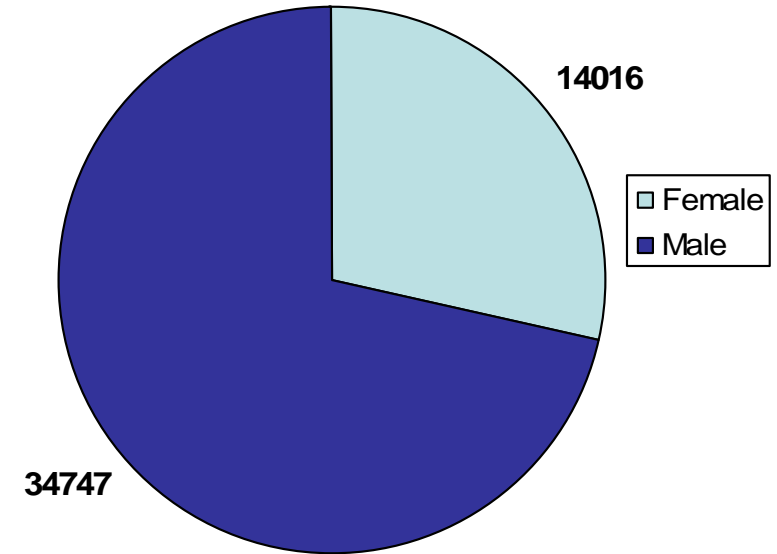


Local Nationals		
Army	25583	53%
Navy	6808	14%
Air Force	12850	26%
DoD Agencies	3522	7%
Total Local National Population	48763	100%

General Workforce Demographics (Local Nationals)



Age		
30 and below	3427	7%
31 to 40	12590	26%
41 to 49	15778	32%
50 to 59	13721	28%
60 to 69	3166	7%
70 and over	81	0%
Total Local National Population	48763	100%



Gender		
Female	14016	29%
Male	34747	71%
Total Local National Population	48763	100%